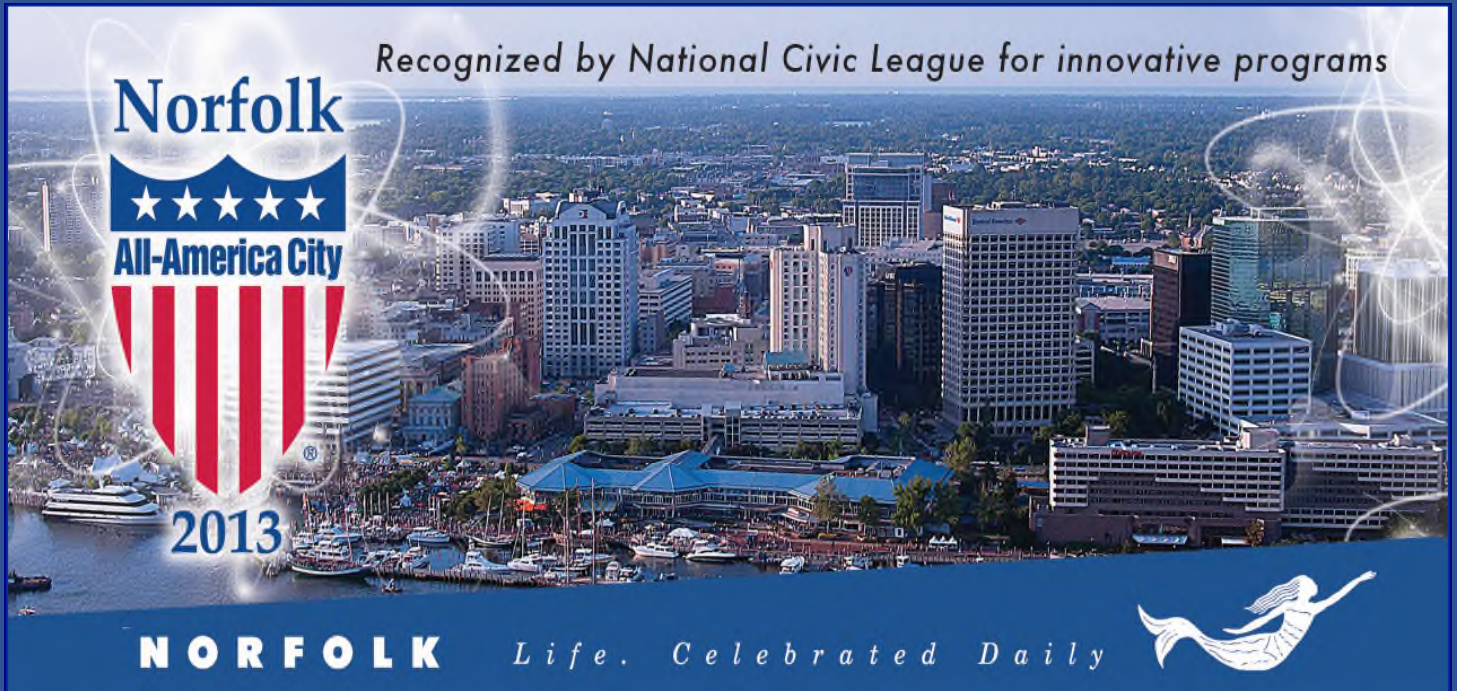


# City of Norfolk



## FY 2014 RESOURCE GUIDE



## Table of Contents

FY 2014 Approved Budget .....	2
Approved FY 2014 Budget – All Funds .....	2
General Fund Operating Budget at a Glance – FY 2014 Revenues by Source .....	3
General Fund Revenues .....	4
General Property Taxes.....	4
Other Local Taxes .....	5
Revenue from the Commonwealth .....	6
General Fund Operating Budget at a Glance – FY 2014 Expenditures by Source.....	8
General Fund Expenditures by Department .....	9
Capital Budget at a Glance.....	11
Key FY 2014 General CIP Projects .....	12
Debt Service and Legal Debt Margin.....	13
Real Estate Assessments and Tax .....	14
Real Estate Tax Rate .....	15
What does it cost? What would Norfolk receive? .....	16
FY 2014: What does it cost? .....	16
What does it cost? – Lafayette Branch Library .....	17
What does it cost? – Norview Community Center .....	18
What does it cost? – Northside Pool .....	19
What does it cost? – Fire Station #14 .....	20
What does it cost? – Norfolk Police Field Operations Bureau and the Cost per Officer .....	21
What would Norfolk receive? Impact of Select Rate Changes on Revenue .....	22
Employer of Choice Initiative.....	24
Compensation Background.....	24
Downtown Improvement District .....	27
Norfolk Public Schools (NPS) Funding.....	29
Average Daily Membership.....	35
Accreditation.....	36
Statistical Information.....	39
City Facts .....	39
Appendix: Demographic Report.....	40

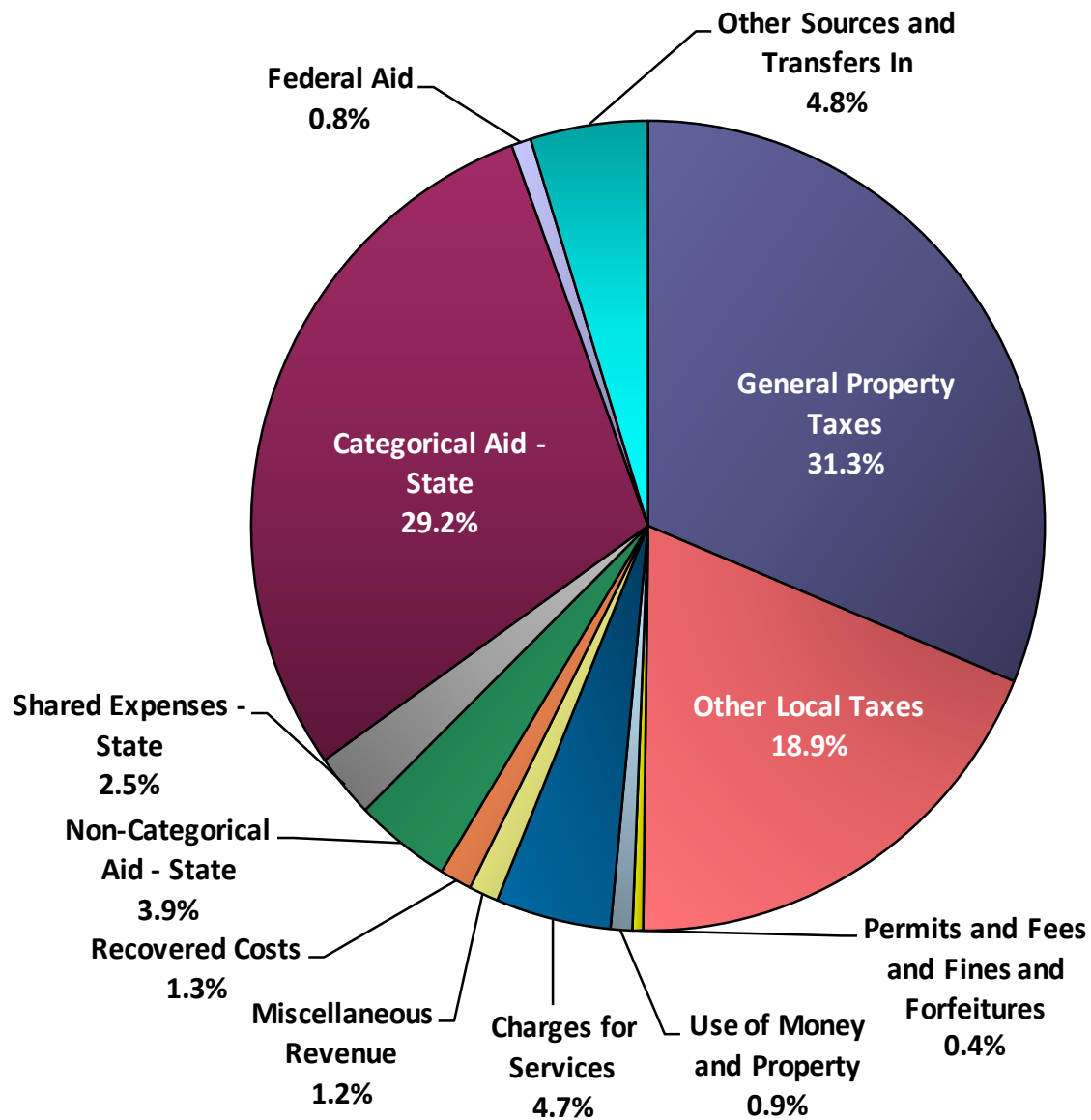
## FY 2014 Approved Budget

### Approved FY 2014 Budget – All Funds

Fund	FY 2014 Approved Budget
<b>General Fund</b>	\$817,500,799
<b>Enterprise Funds</b> (Water, Wastewater, Parking Facilities Fund)	\$130,992,500
<b>Special Revenue Funds</b> (Norfolk Community Services Board, Storm Water Management, Towing and Recovery Operations, Cemeteries, Golf Operations, Public Amenities, Emergency Preparedness and Response, Tax Increment Financing)	\$60,991,910
<b>Internal Service Fund</b> (Fleet Management)	\$13,655,900
<b>Total Operating</b>	<b>\$1,023,141,109</b>
<b>Healthcare Fund</b>	\$57,931,973
<b>Total Operating with Healthcare Fund</b>	<b>\$1,081,073,082</b>
<b>Annual Capital Improvement Plan</b>	\$129,290,582
<b>Total Operating and Capital</b>	<b>\$1,210,363,664</b>
<b>Annual Plan for HUD Block Grants</b>	\$7,600,000
<b>Total Financial Plan</b>	<b>\$1,217,963,664</b>

## General Fund Operating Budget at a Glance – FY 2014 Revenues by Source

**\$817,500,799**



Source: City of Norfolk Approved FY 2014 Budget

## General Fund Revenues

In FY 2014, General Fund revenues are projected to increase 2.2 percent (or approximately \$17.7 million) from the Approved FY 2013 Budget. Real estate tax, revenue from the Commonwealth, and other sources and transfers in, which are projected to increase by 5.4 percent (or \$10.6 million), 0.9 percent (or \$2.6 million), and 8.8 percent (or \$3.2 million) respectively, accounted for the majority of the increase.

Similar to other localities in Virginia, Norfolk's General Fund revenues (\$817.5 million) primarily come from three major sources:

- **General Property Taxes** (\$255.6 million or 31 percent), of which the real estate tax makes up the majority (\$205.4 million or 25 percent)
- **Other Local Taxes** (\$154.7 million or 19 percent)
- **Revenue from the Commonwealth** (\$291.9 million or 36 percent)

The remainder (about \$115.3 million or 14 percent) come from the following sources:

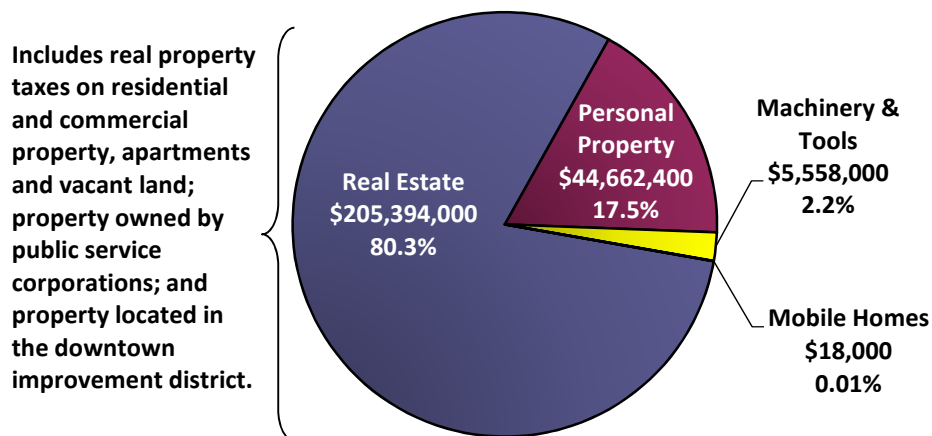
- **Other local revenue** (\$69.6 million), which includes: permits, fees, fines, and forfeiture; charges for services; use of money and property; recovered costs; and miscellaneous revenue
- **Federal Aid** (\$6.5 million), mainly for Norfolk Public Schools and reimbursement for storm damage from Federal Emergency Management Agency (FEMA)
- **Other Sources and Transfers In** (\$39.1 million), which include transfers in from nongeneral funds, carryforwards, and account closeouts.

## General Property Taxes

General property taxes make up about 31 percent (\$255.6 million) of General Fund revenues and are the largest locally generated revenue category. General property taxes consist of taxes on: real estate, personal property, machinery & tools, and mobile homes.

### Breakdown of Approved FY 2014 General Property Taxes

(\$255.6 million)

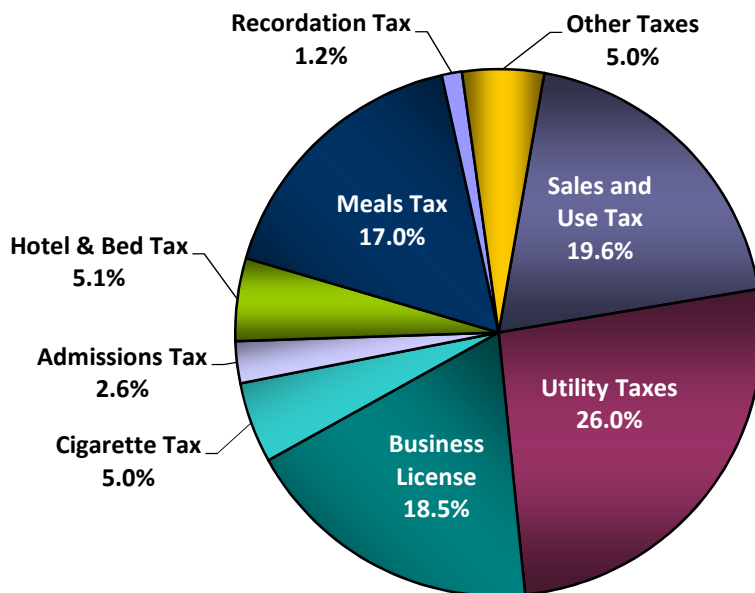


In FY 2014, general property taxes grew by 4.4 percent (\$10.8 million) from the Approved FY 2013 Budget, due to: (1) a 4¢ increase in the real estate tax rate; (2) projected increase of 0.28 percent in overall real estate assessments in FY 2014; (3) real estate assessments in FY 2013 being higher than budgeted; and (4) a \$1.0 million reduction of the amount set aside for real estate tax relief from \$6.0 million in FY 2013 to \$5.0 million in FY 2014.

### Other Local Taxes

Other local taxes make up 19 percent (\$154.7 million) of General Fund revenues and are projected to increase \$547,600 or 0.4 percent, due to moderate growth in meals, business license, and recordation taxes. It consists of locally imposed taxes on consumers and businesses such as sales, utility, lodging, meals, admissions, and business license taxes.

**Breakdown of Approved FY 2014 Other Local Taxes**  
(\$154.7 million)



- **Sales Tax:** Currently, the combined state and local sales and use tax rate is six percent for non-food items and 2.5 percent for food items.
  - Effective July 1, 2013, the General Assembly raised the sales and use tax rate for Northern Virginia and Hampton Roads to 6.0 percent from 5.0 percent. Throughout the rest of Virginia, the sales and use tax rate is 5.3 percent. However, the 2.5 percent tax rate for food items will not change.
- **Utility Taxes:** These include varying rates on amounts applied to water, electric, and natural gas, and the uniform state communications sales and use tax on telephone, cable TV, and cell phones, and E-911 tax on landlines.

- **Business License Tax:** Rates vary depending on business classification and level of gross receipts generated by the business.
- **Cigarette Tax:** Levied on cigarettes purchased in the city. A stamp must be affixed to each package of cigarettes sold in the city. The tax rate is 75 cents on a package containing 20 cigarettes, which was last raised in FY 2012.
- **Admissions Tax:** Levied on all events held within the city that charges an admission. The tax rate is 10 percent of the admission charge.
- **Hotel Tax:** Levied on hotel rooms rented and charged based on eight percent of the room rate. The General Fund portion is seven percent of the eight percent and the remaining one percent of the eight percent is allocated to the Public Amenities Fund. The General Fund currently designates one percent of its seven percent for tourism infrastructure repairs.
- **Bed Tax:** Flat tax for each night of lodging at any hotel. The current rate, set in FY 2012, is \$2 per hotel room per night, with \$1 of bed tax revenue designated for Visit Norfolk (“Norfolk Convention and Visitors Bureau”) and the other \$1 designated for the Norfolk Consortium.
- **Meals Tax:** Levied at the rate of 6.5 percent of the amount charged for the meal including beverages. General Fund’s portion is 5.5 percent of the 6.5 percent and the remaining one percent is dedicated to Public Amenities Fund.
- **Recordation Tax:** The state allows localities to levy a tax on the recordation of deeds, deeds of trust, mortgages, leases and contracts for sale, assignment, transfer, conveyance or vestment of lands, tenements, or realty. Norfolk’s tax rate (8.33¢) is set at the maximum allowed, which is one-third of the state’s recordation tax rate that is currently 25¢ per \$100 of consideration of the deed or the actual value of the property conveyed, whichever is greater.
- **Other taxes:** Include the telephone and bank franchise tax, motor vehicle and boat license tax, estate probate, and short-term rental tax.

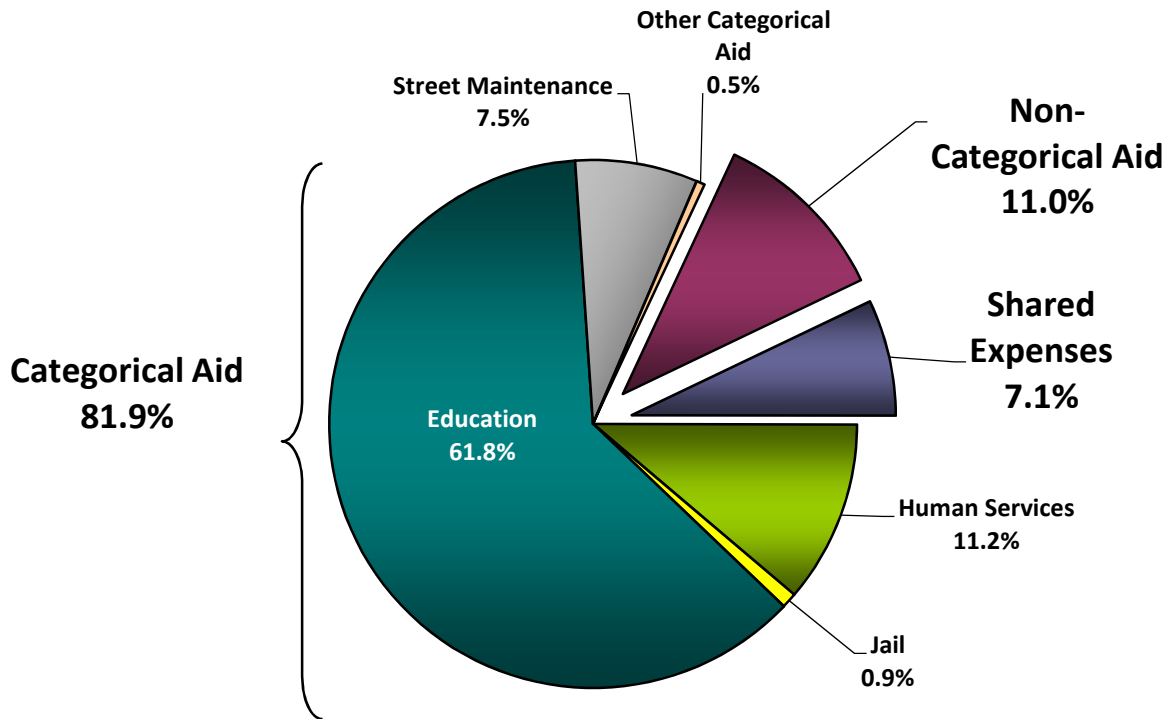
### Revenue from the Commonwealth

Revenue from the Commonwealth (\$291.9 million) increased by \$2.6 million (0.9 percent) from the Approved FY 2013 Budget mainly because of the restoration of the flexible reduction in aid to localities. Revenue from Commonwealth are divided into three categories, which are described below:

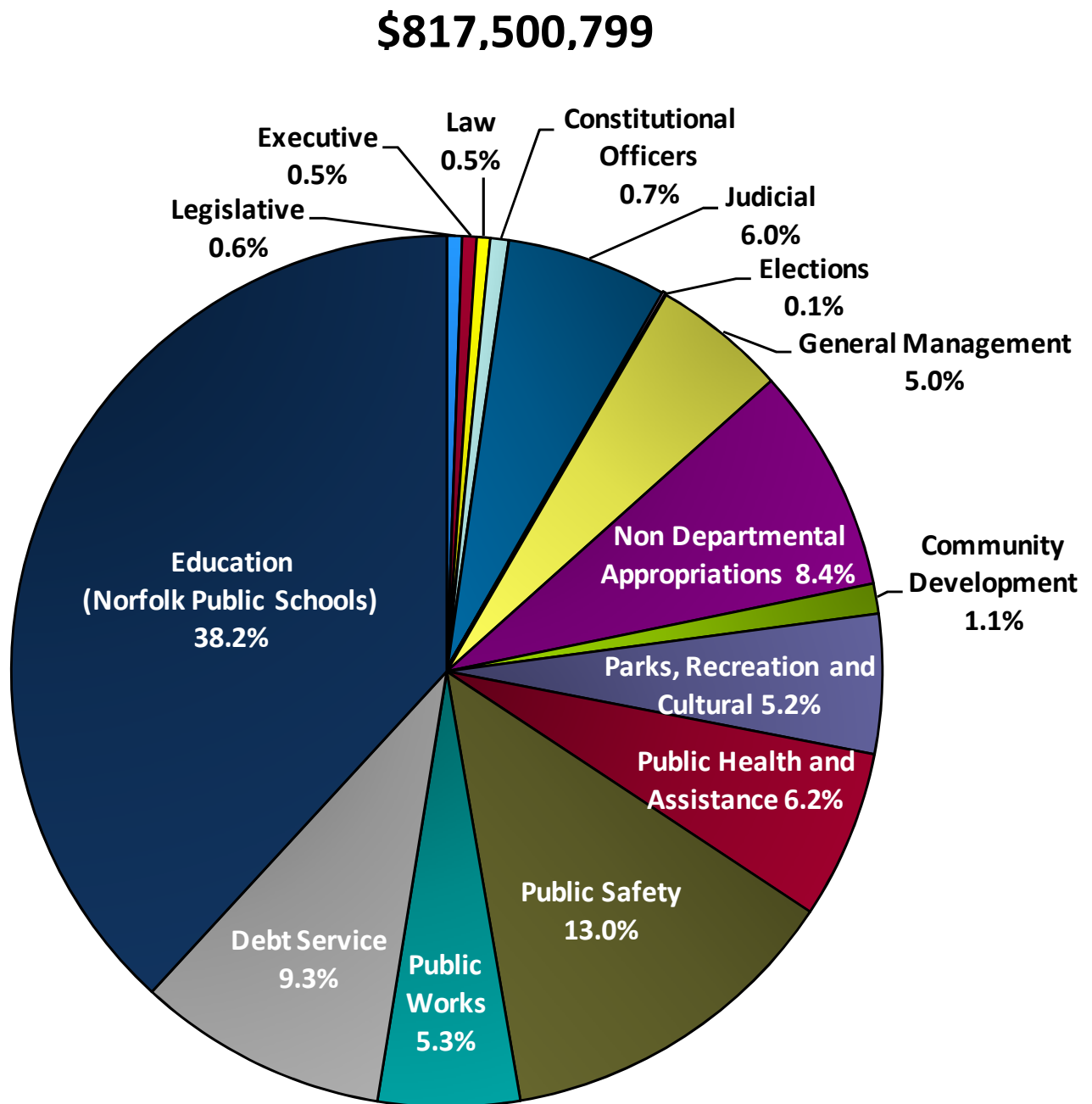
1. **Non-Categorical Aid (\$32 million):** Consists of state revenue distributed to localities without restriction as to use such as, HB 599 funds (law enforcement), car tax relief funds (Personal Property Tax Relief Act or PPTRA), car rental tax, rolling stock, and grantor’s tax.
2. **Shared Expenses (\$20.8 million):** Consists of funds from the Compensation Board for the state’s share of the expenses of Constitutional Officers and staff (Sheriff, Commonwealth’s Attorney, Clerk of the Circuit Court, City Treasurer, and Commissioner of the Revenue). This category also accounts for the funds from the State Board of Elections for the state’s share of the Registrar and Norfolk Electoral Board’s expenses.
3. **Categorical Aid (\$239.1 million):** Consists of state revenue earmarked for specific programs and activities, such as, education (K-12), public assistance and human services, jail per diem, library grant, port funds, street maintenance, and city’s share of the state recordation tax. Categorical aid makes up most of the revenue from the Commonwealth (about 82 percent).



**Breakdown of the Approved FY 2014 Revenue from the Commonwealth**  
**(\$291.9 million)**



## General Fund Operating Budget at a Glance – FY 2014 Expenditures by Source



Source: City of Norfolk Approved FY 2014 Budget

## General Fund Expenditures by Department

Department	FY 2012 Actual	FY 2013 Approved	FY 2014 Approved
<b>LEGISLATIVE</b>			
City Council	354,010	368,151	382,044
City Clerk	1,478,629	1,347,846	1,386,052
City Real Estate Assessor	1,940,274	2,040,737	2,047,282
City Auditor	711,832	793,252	792,156
<b>Total Legislative</b>	<b>4,484,745</b>	<b>4,549,986</b>	<b>4,607,534</b>
<b>EXECUTIVE</b>			
City Manager	1,928,853	2,052,514	2,356,108
Office of Budget and Grants Management	1,037,020	1,568,094	1,732,313
Communications and Public Information <sup>1</sup>	2,287,066	2,466,674	0
Office to End Homelessness	391,323	326,290	295,651
<b>Total Executive</b>	<b>5,644,262</b>	<b>6,413,572</b>	<b>4,384,072</b>
<b>DEPARTMENT OF LAW</b>	<b>3,895,805</b>	<b>3,930,466</b>	<b>4,040,898</b>
<b>CONSTITUTIONAL OFFICERS (revenue related)</b>			
Commissioner of the Revenue	3,106,493	3,126,400	3,119,918
City Treasurer	2,213,571	2,406,279	2,475,894
<b>Total Constitutional Officers</b>	<b>5,320,064</b>	<b>5,532,679</b>	<b>5,595,812</b>
<b>JUDICIAL</b>			
Clerk of the Circuit Court	2,921,754	2,997,224	3,076,257
General District Court	263,905	266,598	269,798
Juvenile and Domestic Relations Court	69,183	80,290	80,290
Circuit Court Judges	642,427	640,628	663,179
Norfolk Juvenile Court Service Unit	164,342	208,310	197,009
Magistrate	33,882	34,917	24,152
Commonwealth's Attorney	5,358,676	5,444,702	5,572,236
Sheriff and Jail	36,250,298	37,662,298	39,305,975
<b>Total Judicial</b>	<b>45,704,467</b>	<b>47,334,967</b>	<b>49,188,896</b>
<b>OFFICE OF ELECTIONS</b>	<b>820,490</b>	<b>873,086</b>	<b>843,921</b>
<b>GENERAL MANAGEMENT</b>			
Communications and Technology <sup>1</sup>	9,879,485	10,892,475	13,419,280
Finance	3,098,897	2,997,612	3,493,835
General Services	17,679,554	20,482,889	20,443,756
Human Resources	2,816,649	3,287,514	3,322,526
<b>Total General Management</b>	<b>33,474,585</b>	<b>37,660,490</b>	<b>40,679,397</b>

Source: City of Norfolk Approved FY 2014 Budget

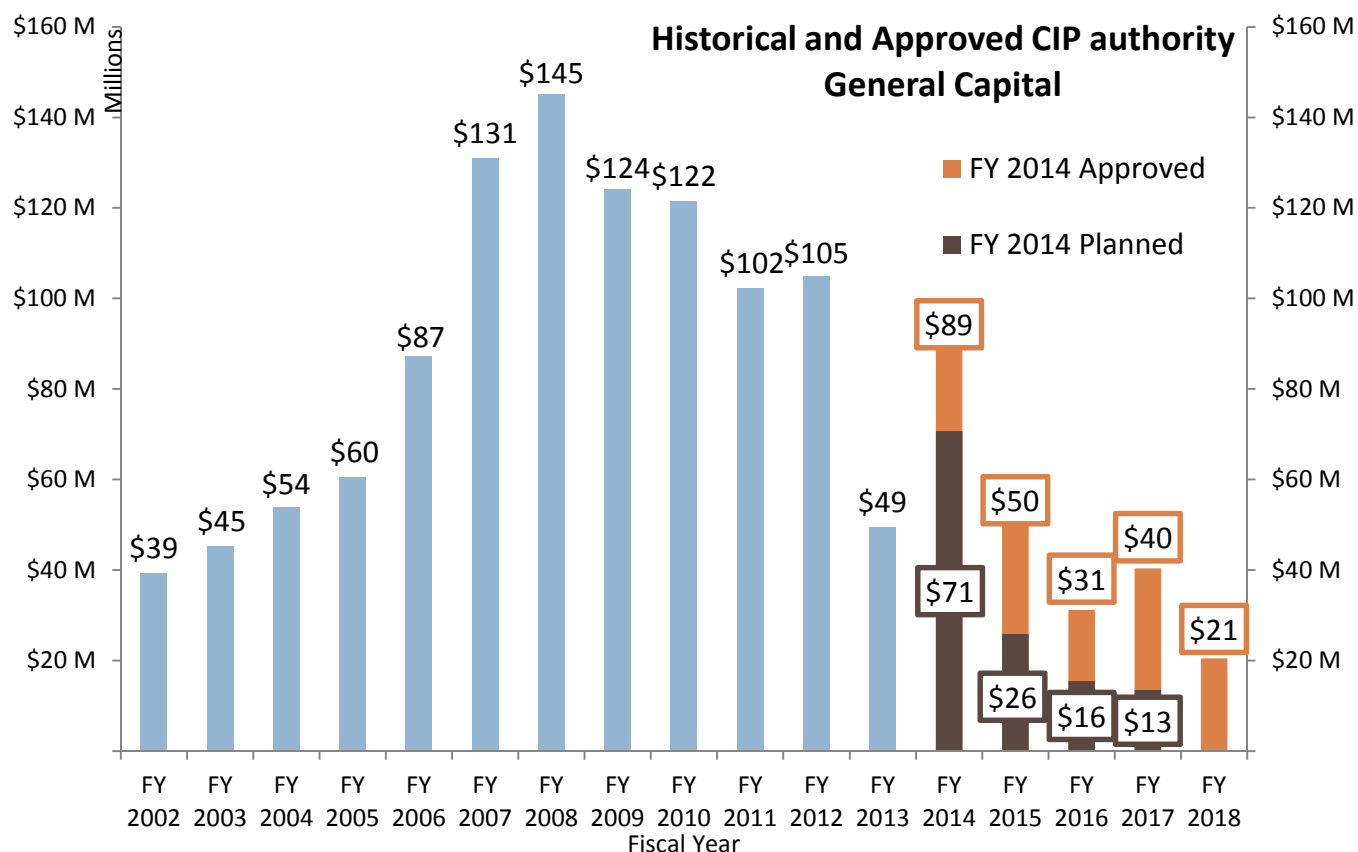
Department	FY 2012 Actual	FY 2013 Approved	FY 2014 Approved
<b>NON-DEPARTMENTAL APPROPRIATIONS</b>			
Central Appropriations	15,235,581	24,318,236	26,060,507
Grant Providers on Behalf of City	832,775	1,405,138	1,480,138
Funds to Community Partners	1,706,298	1,690,548	1,929,763
Public-Private Partnerships for City-Owned Facilities	4,428,567	4,848,650	4,838,059
Public-Private Partnerships for Tourism and Special Event Organizations	7,879,751	8,322,343	8,246,856
Public Partnerships to Provide Services	16,478,018	15,601,057	19,607,261
Contractual Obligations	4,183,011	4,730,085	4,032,226
Memberships and Dues	700,313	718,435	722,938
Other Arrangements	1,495,428	1,648,500	1,632,400
<b>Total Non-Departmental Appropriations</b>	<b>52,939,742</b>	<b>63,282,992</b>	<b>68,550,148</b>
<b>Community Development</b>			
Planning and Community Development	8,203,870	7,165,972	7,272,194
Development	1,753,652	1,767,169	1,876,151
<b>Total Community Development</b>	<b>9,957,522</b>	<b>8,933,141</b>	<b>9,148,345</b>
<b>PARKS, RECREATION and CULTURAL</b>			
Libraries	6,874,159	7,905,341	8,277,790
Cultural Facilities, Arts and Entertainment	6,209,309	6,354,130	6,587,755
Zoological Park	3,843,098	4,159,200	3,874,679
The National Maritime Center	5,064,750	5,542,410	5,535,500
Recreation, Parks and Open Space	16,102,195	17,438,390	18,018,941
Cruise Ship Terminal	3,222,994	0	0
<b>Total Parks, Recreation and Cultural</b>	<b>41,316,505</b>	<b>41,399,471</b>	<b>42,294,665</b>
<b>PUBLIC HEALTH AND ASSISTANCE</b>			
Public Health	5,488,599	4,025,735	3,690,295
Human Services	50,656,804	47,955,440	47,402,805
<b>Total Public Health And Assistance</b>	<b>56,145,403</b>	<b>51,981,175</b>	<b>51,093,100</b>
<b>PUBLIC SAFETY</b>			
Police	64,784,267	65,619,393	65,969,280
Fire-Rescue	39,945,474	40,147,147	40,233,760
<b>Total Public Safety</b>	<b>104,729,741</b>	<b>105,766,540</b>	<b>106,203,040</b>
<b>PUBLIC WORKS</b>	<b>41,201,038</b>	<b>42,000,527</b>	<b>42,983,976</b>
<b>DEBT SERVICE</b>	<b>81,879,146</b>	<b>78,098,397</b>	<b>75,929,113</b>
<b>EDUCATION (Norfolk Public Schools)</b>	<b>286,229,822</b>	<b>302,033,320</b>	<b>311,957,882</b>
<b>Total General Fund</b>	<b>773,743,337</b>	<b>799,790,809</b>	<b>817,500,799</b>

<sup>1</sup> Communications and Public Information has been combined into Information Technology. The combined department has been renamed Communications and Technology beginning in FY 2014.

Source: City of Norfolk Approved FY 2014 Budget

## Capital Budget at a Glance

Similar to the operating budget, both internal and external challenges impact the city's Capital Improvement Plan (CIP). The CIP functions like a credit card. We can buy things today with the promise to repay the lender in the future. While the initial payment may be low to finance the cost of CIP projects, as borrowing increases, the payments continue to grow. As depicted below, CIP authorization has decreased overall, however we are at or above our debt limits every year. This is due, in part, to the large number of projects authorized in prior years.

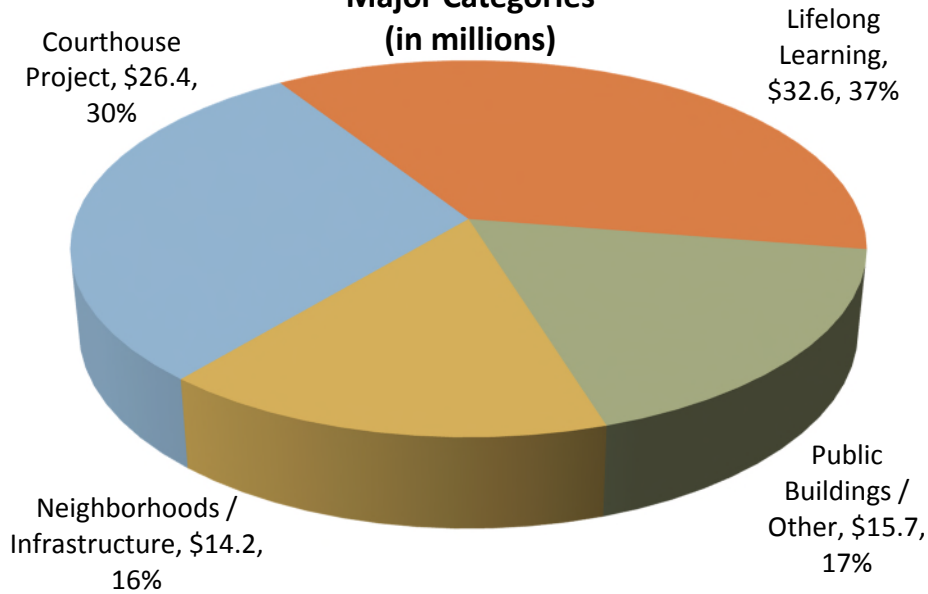


The underlying theme of the FY 2014 CIP is taking care of what we have. The FY 2014 Capital Improvement Plan (CIP) fully funds 100 percent of the planned infrastructure and maintenance projects. In previous years, approved funding has been as low as 58 percent of planned amounts.

By funding projects such as the implementation of the Recreation, Parks and Open Space Master Plan, improvement of neighborhood streets, and the development of Bicycle, Pedestrian Greenways, and Sharrows, we are proactively maintaining the facilities and infrastructure we already have. The FY 2014 CIP provides approximately \$14.2 million in infrastructure and maintenance funding throughout the city.

The Approved FY 2014 Budget provides funds to support our neighborhoods. In total, \$6.9 million is provided in FY 2014 for Broad Creek, Fairmount Park, Southside, and Wards Corner Neighborhood Plan projects, to support citywide neighborhood initiatives, and to revitalize, redevelop, and conserve neighborhoods throughout the city.

**FY 2014 Capital Improvement Plan  
Major Categories  
(in millions)**



### Key FY 2014 General CIP Projects

Project	FY 2014 Approved	Project	FY 2014 Approved
Design and Construct Courthouse Complex	\$26,433,382	Beach Erosion Control	\$1,100,000
Construct or Renovate Schools - NPS	\$24,600,000	Renovate Scope Restrooms and Concessions	\$1,000,000
Construct Camp Allen Elementary School - NPS	\$4,000,000	Fund Chrysler Museum Capital Campaign Match	\$1,000,000
Construct School Athletics Support Buildings - NPS	\$1,000,000	Maintain Municipal Facilities	\$1,000,000
Address School Major Maintenance - NPS	\$3,000,000	Implement RPOS Master Plan	\$1,000,000
Revitalize, Redevelop, and Conserve Neighborhoods – Neighborhood Plans (Broad Creek, Fairmount Park, Southside, and Wards Corner)	\$6,350,000	Improve Infrastructure and Acquire Property	\$1,000,000
Support Citywide Neighborhood Improvements	\$500,000	Repair and Replace Bridges - Major	\$1,000,000
Design and Construct Government Center Plaza	\$3,600,000	Develop Bicycle, Pedestrian Greenways, and Sharrows	\$250,000
Improve Waterside Convention Center	\$3,600,000	Oceanview Roadway Improvements	\$400,000
Address Street Flooding Citywide	\$1,500,000		

Source: City of Norfolk Approved FY 2014 Budget

## Debt Service and Legal Debt Margin

The city's General Fund CIP is guided by two measures of affordability; one measure is tied to the value of revenue producing real property with the second measure being a proportionate share of the General Fund budget. These measures, or self-imposed debt limits, are as follows:

- Debt Service as a percent of the General Fund budget  
(not-to-exceed 10 percent)
- Net debt as a percent of taxable real estate  
(not-to-exceed 3.5 percent)

While the Approved FY 2014 CIP is within the two measures of affordability, the city will be challenged to stay within these measures as we move forward in the next five years.

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
<b>General Obligation Bonds</b>					
Net Debt <sup>1</sup>	\$695,857,097	\$774,247,553	\$779,359,400	\$716,650,652	\$716,029,653
Net Debt as a percentage of Taxable Property	3.49%	3.81%	3.74%	3.33%	3.22%
<b>Actual vs. City Policy</b>	<b>Below limit</b>	<b>Above Limit</b>	<b>Above Limit</b>	<b>Below Limit</b>	<b>Below limit</b>
Debt Service (Principal & Interest)	\$71,718,019	\$78,460,821	\$86,753,795	\$87,785,989	\$82,432,950
Debt Service as a percentage of General Fund Budget <sup>2</sup>	8.83%	9.79%	10.63%	10.45%	9.61%
<b>Actual vs. City Policy</b>	<b>Below Limit</b>	<b>Below Limit</b>	<b>Above Limit</b>	<b>Above Limit</b>	<b>Below Limit</b>

<sup>1</sup> Only General Fund supported debt.

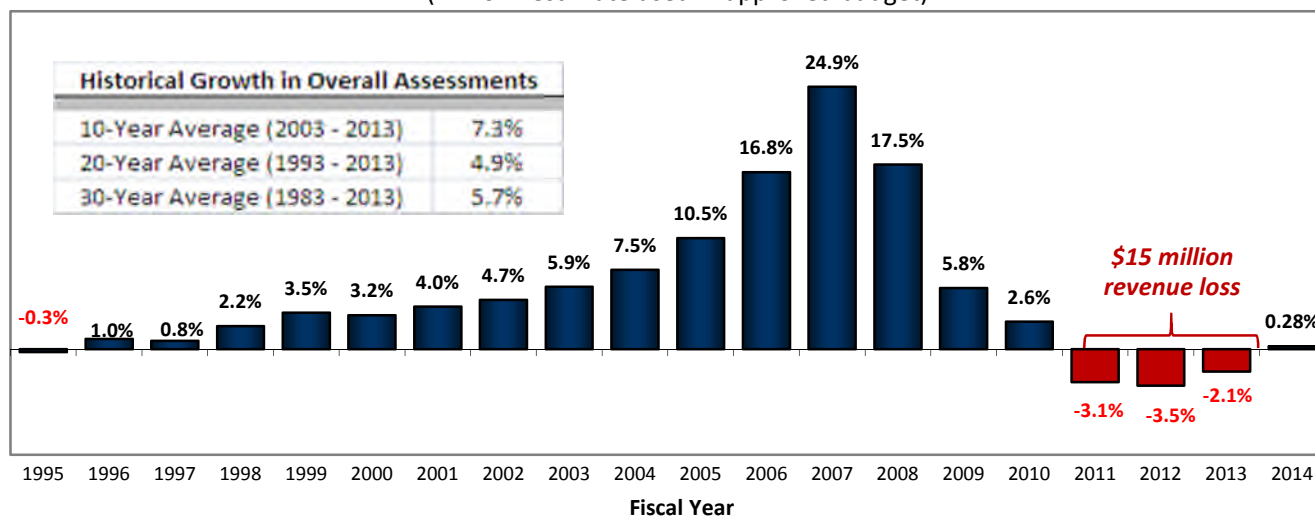
<sup>2</sup> The debt service as a percent of the General Fund Budget applies only to bonds that are authorized. As represented in General Fund expenditures, the debt service budget as a percent of the General Fund budget is 12.4 percent. This expenditure includes debt service on bonds issued for capital projects, the cash financing of cost of issuance expenses and the transfer from the General Fund to the CIP to cash fund a portion of certain projects.

## Real Estate Assessments and Tax

The FY 2014 Approved Budget was based on the City Assessor's estimate of a 0.28 percent increase in the overall assessed value of properties in the city, based on data through the fourth quarter of FY 2013. The estimated increase in overall assessments follows three consecutive years of decline, shown in the chart below.

### Annual Percent Change of Overall Real Estate Assessments

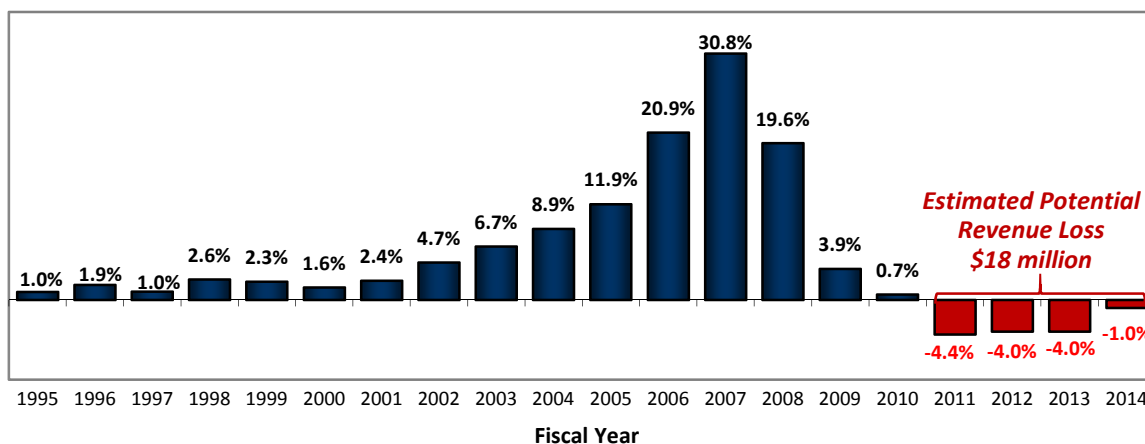
(FY 2014 estimate used in approved budget)



**Residential Assessments:** Although overall assessments are projected to increase in FY 2014, residential assessments (with condominiums included) are projected to decline for the fourth consecutive year by about one percent in FY 2014. The chart that follows shows the historical and City Assessor's preliminary estimate of the FY 2014 decline of residential assessments (which includes condominiums) and an estimate of the cumulative **potential** (vs. collectible) revenue loss.

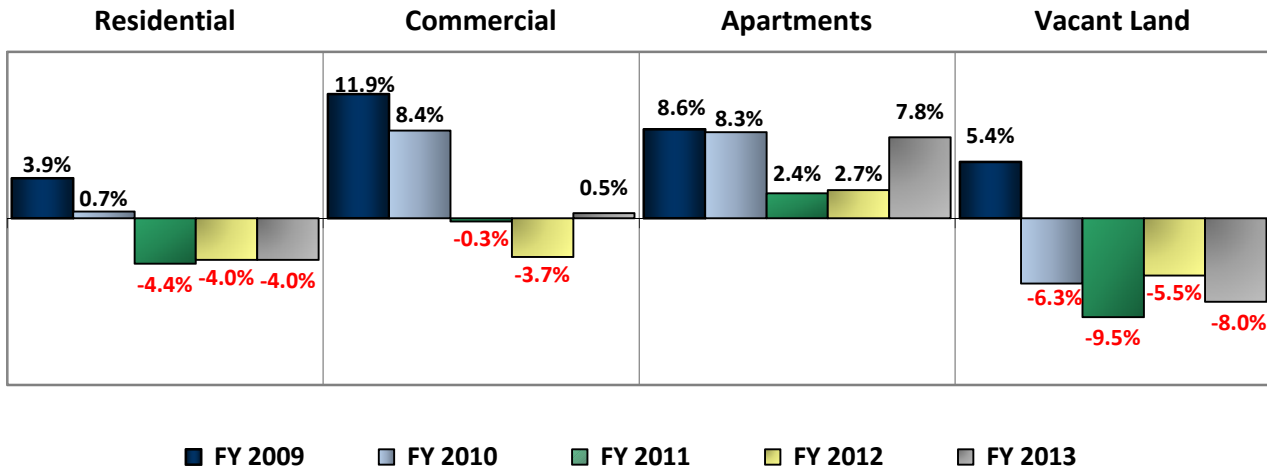
### Annual Percent Change of Residential Real Estate Assessments

(FY 2014 budgeted estimate)





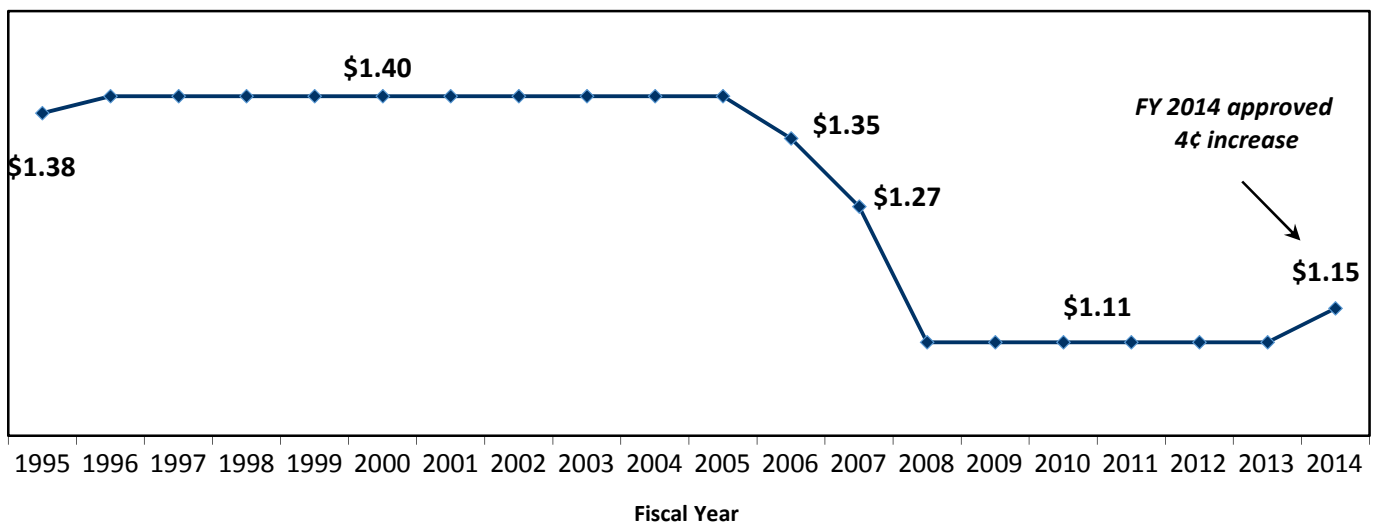
### Historical Annual Percent Change of Real Estate Assessments by Property Type



### Real Estate Tax Rate

The FY 2014 Budget includes a 4¢ increase in the real estate tax rate, from \$1.11 to \$1.15 per \$100 of assessed value, the first rate increase since FY 1996.

### Real Estate Tax Rate (per \$100 of assessed value)



## What does it cost? What would Norfolk receive?

FY 2014: What does it cost?

### Vehicles

Item	Average Cost
Fire Engine - Ladder	\$691,000
Fire Engine - Telesquirt	\$640,000
Fire Pumper	\$515,000
Ambulance	\$227,000
Marked Police Vehicle	\$ 32,000
Trash Truck	\$290,000
½ Ton Pickup	\$ 17,083
Sedan (midsize)	\$ 17,750

### Infrastructure

Item	Average Cost
\$1 million in Capital Improvement Plan (CIP) program costs	Debt service will cost \$18,000 in interest the first year, and \$98,000 each year thereafter
Street Resurfacing (Cost for one lane mile of asphalt street resurfacing) – There are approximately 2,100 lanes miles of streets in the city.	\$62,500 for each lane mile
Americans with Disabilities Act (ADA) Wheelchair Ramp	One ADA ramp is \$2,000. If all four corners of an intersection require ramps, the cost is \$8,000
One Street Light (average cost for installation)	\$3,600
One Traffic Signal (installation of new signal - Design & Construction)	\$345,000

In the city's continuing efforts to be a Well-Managed government the following examples detail the daily and annual costs of delivering municipal services. The resource guide identifies the annual and daily costs for the following city services: Lafayette Branch Library, Norview Community Center, Northside Pool, Fire Station-14, and police officer field operations.

### What does it cost? – Lafayette Branch Library

Lafayette Library was selected based on the branch's comparable size and programming to other branch libraries such as Jordan-Newby, Larchmont, Little Creek and Van Wyck.

Cost Analysis - Lafayette Branch Library		
Personnel	Annual	Daily
Salaries (Includes Payroll Taxes)	\$180,463	\$598
Benefits*	\$15,953	\$53
<b>Total</b>	<b>\$196,416</b>	<b>\$650</b>
Non-Personnel	Annual	Daily
Supplies	\$2,000	\$7
Repairs & Maintenance	\$10,125	\$34
Telephone and Internet	\$5,730	\$19
Utilities	\$20,250	\$67
Custodial	\$6,313	\$21
Security	\$10,125	\$34
Collections - Books, Materials, Equipment	\$55,189	\$183
Youth Services Programming	\$2,250	\$7
Multicultural Services Programming - Youth and Adults	\$1,500	\$5
Promotions	\$3,600	\$12
<b>Total</b>	<b>\$117,082</b>	<b>\$388</b>
Citywide Indirect Cost (e.g., HR, Finance, General Services)	\$28,215	\$388
<b>Grand Total</b>	<b>\$341,712</b>	<b>\$1,131</b>

#### NOTES:

The Lafayette Library is a 6,750 square foot full service branch library that is open Monday through Saturday. The library provides over 160 ongoing programs including the Babygarten, KinderREAD, Family Movie Night, and Math Maker. Additionally, the library has 23 public computers with access to the internet.

Libraries are open 302 days/year compared to 342 days/year at the Pretlow Anchor Branch.

\*Benefits costs were based on FICA, Hospitalization and Group Life insurance.

Indirect costs (e.g. HR recruitment, payroll, purchasing).

### What does it cost? – Norview Community Center

Norview Community Center was selected since it is a full service facility (provides services to residents of all ages including those focusing on cultural enrichment, health and physical activities, outdoor environmental education, personal development, life skills, and social enhancement) and the size of the facility is comparable to other large community centers not connected to school sites, such as Lambert's Point and Titustown.

Cost Analysis - Norview Community Center		
<b>Personnel</b>	<b>Annual</b>	<b>Daily</b>
Salaries (Includes Payroll Taxes)	\$276,654	\$954
Benefits*	\$29,470	\$102
<b>Total</b>	<b>\$306,124</b>	<b>\$1,056</b>
<b>Non-Personnel</b>	<b>Annual</b>	<b>Daily</b>
Supplies	\$16,333	\$56
Repairs & Maintenance	\$18,750	\$65
Utilities	\$37,500	\$129
Custodial	\$12,383	\$43
Security	\$18,750	\$65
<b>Total</b>	<b>\$103,716</b>	<b>\$649</b>
Citywide Indirect Cost (e.g., HR, Finance, General Services)	\$36,886	\$127
<b>Grand Total</b>	<b>\$446,726</b>	<b>\$1,540</b>

#### NOTES:

The Norview Community Center is a 30,000 square foot facility that is open Monday through Saturday

The center provides a variety of fitness, recreation and leisure programming as well as support for citywide athletic programming.

Pools are open 325 days/year compared to 290 days/year for community centers

\*Benefits costs were based on FICA, Hospitalization and Group Life insurance

Indirect costs (e.g. HR recruitment, payroll, purchasing)

### What does it cost? – Northside Pool

Northside Pool was selected since it is a standalone facility which more accurately reflects the cost of operations, building maintenance, and the utility costs of operating a municipal swimming pool.

Cost Analysis - Northside Pool		
Personnel	Annual	Daily
Salaries (Includes Payroll Taxes)	\$370,320	\$1,139
Benefits*	\$22,236	\$68
<b>Total</b>	<b>\$392,556</b>	<b>\$1,208</b>
Non-Personnel	Annual	Daily
Supplies	\$11,126	\$34
Utilities	\$81,000	\$249
Custodial	\$26,157	\$80
Security	\$40,500	\$125
<b>Total</b>	<b>\$158,783</b>	<b>\$489</b>
Citywide Indirect Cost (e.g., HR, Finance, General Services)	\$49,620	\$153
<b>Grand Total</b>	<b>\$600,959</b>	<b>\$1,849</b>

#### NOTES:

The Northside Pool is a 12,500 square foot indoor facility that is open Monday through Saturday

The pool provides a variety of programming including lap swimming, lifeguard training, open recreation swimming and private swim lessons

\* Benefits costs were based on FICA, Hospitalization and Group Life insurance

Pools are open 325 days/year compared to 290 days/year for a community center

Indirect costs (e.g. HR recruitment, payroll, purchasing)

### What does it cost? – Fire Station #14

Fire Station #14 was selected since it is a full service facility with a ladder truck, an engine, a medic unit, a rescue unit, and a battalion vehicle.

Cost Analysis - Fire Station # 14		
Personnel	Annual	Daily
Salaries (Includes Payroll Taxes) - (A, B, and C Shift)	\$2,375,446	\$6,508
Benefits - FICA (1.45%)	\$34,444	\$94
Benefits - Group Life (1.19%)	\$28,268	\$77
Healthcare/Retirement	\$874,041	\$2,395
Total	\$3,312,199	\$9,075
Non-Personnel	Annual	Daily
Supplies - Station and Office	\$8,720	\$24
Repairs & Maintenance (Routine Bldg. Repairs and Maintenance)	\$15,844	\$43
Vehicle Maintenance & Fuel	\$183,083	\$502
Telephone	\$0	\$0
Utilities	\$19,217	\$53
Supplies - Medical	\$9,374	\$26
Supplies - Uniform	\$8,847	\$24
Supplies - PPE	\$5,000	\$14
Total	\$250,084	\$685
Citywide Indirect Cost (e.g., HR, Finance, General Services)	\$320,605	\$878
Grand Total	\$3,882,888	\$10,638

#### NOTES:

Fire stations are open 365 days a year

Indirect costs (e.g. HR recruitment, payroll, purchasing)

### What does it cost? – Norfolk Police Field Operations Bureau and the Cost per Officer

The cost of outfitting and placing a Norfolk police officer on patrol is based on the operating cost for the Field Operations Bureau with support from Police Administration. The costs include salary, benefits, fully outfitting the officer, providing the officer with a vehicle, and administrative support such as training and field supervision.

#### Cost Analysis – Norfolk Field Operations Bureau and the Cost per Officer

Personnel	Annual	Daily
<b>Salaries (includes benefits*)</b>	<b>\$35,187,560</b>	<b>\$96,404</b>
<b>Non-Personnel</b>	<b>Annual</b>	<b>Daily</b>
Non-Personnel (Supplies)	\$15,049	\$41
Training - Personnel	\$466,351	\$1,278
Training - Non-Personnel	\$162,803	\$446
Uniforms and Equipment	\$188,935	\$518
Fleet Maintenance	\$1,627,837	\$4,460
<b>Non-Personnel Total</b>	<b>\$2,460,975</b>	<b>\$6,742</b>
Fleet Replacement	\$687,500	\$1,884
Police Administrator (i.e. Police HR, Statistical Analysis, Communications)	\$9,994,869	\$27,383
<b>Total</b>	<b>\$48,330,904</b>	<b>\$132,413</b>
Citywide Indirect Cost (e.g., HR, Finance, General Services)	\$4,349,781	\$11,917
<b>Grand Total</b>	<b>\$52,680,685</b>	<b>\$144,331</b>
<b>Cost of an Officer</b>		<b>\$98,469</b>
<b>Number of Personnel</b>		<b>535</b>
<b>Number of Fleet Vehicles</b>		<b>200</b>

#### NOTES:

\*Benefits costs were based on FICA, Hospitalization and Group Life insurance

Police operations are ongoing 365 days a year

Indirect costs (e.g. HR recruitment, payroll, purchasing)

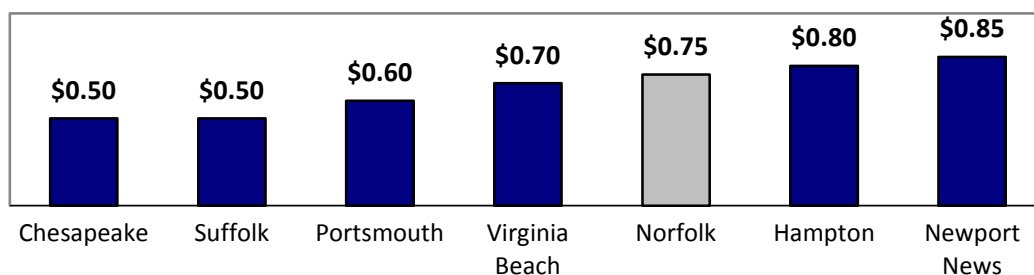
## What would Norfolk receive? Impact of Select Rate Changes on Revenue

The chart below provides information on revenue generated from selected tax rate adjustments.

REVENUE SOURCE	NORFOLK'S CURRENT RATE	ESTIMATED REVENUE IMPACT	HIGHEST RATE IN "REGION" <sup>1</sup>	CITY IN REGION AT THE HIGHEST RATE	FY 2014 APPROVED CHANGES
Cigarette	\$0.75/pack of 20 cigarettes	1¢ = \$93,000	85 cents	Newport News	Virginia Beach approved a 5¢ increase from 65¢ to 70¢ per pack
Hotel Tax <sup>2</sup>	8% of room rate	1% = \$481,000	8%	All seven cities are at 8%	Newport News approved a 0.5% increase from 7.5% to 8%
Bed Tax	\$2.00 per room/night	\$1 = \$1,000,000	\$2.00	Norfolk	Hampton approved the \$1.00 bed tax in FY 2014
Real Estate	\$1.15/\$100 assessed value	1¢ = \$1,667,800	\$1.27	Portsmouth	Hampton (20¢ increase); Newport News (12¢ increase); Norfolk (4¢ increase); Suffolk (6¢ increase); Virginia Beach (2¢ decrease)
Admissions	10% of admission charge	1% = \$400,000	10%	All seven cities are at 10%	Newport News approved a 2.5% increase from 7.5% to 10%

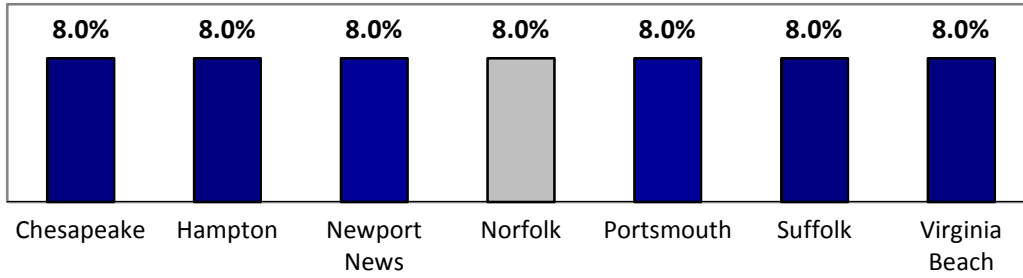
<sup>1</sup> "Region" is defined to include the following cities: Chesapeake, Hampton, Newport News, Norfolk, Portsmouth, Suffolk and Virginia Beach. <sup>2</sup> The hotel tax rate includes one percentage point allocated to Public Amenities Fund.

### Regional Comparison of CIGARETTE Tax Rates

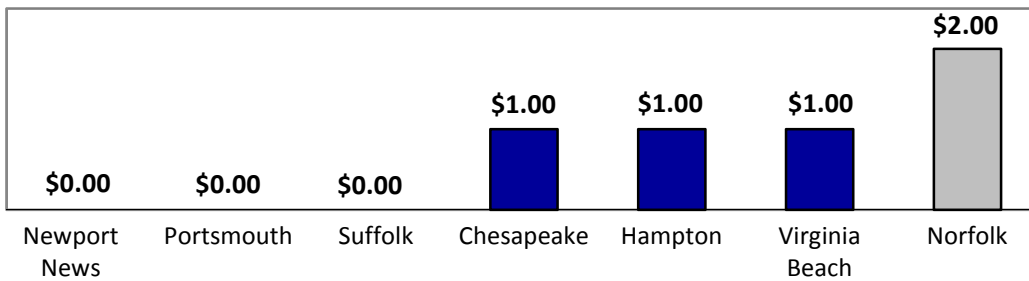




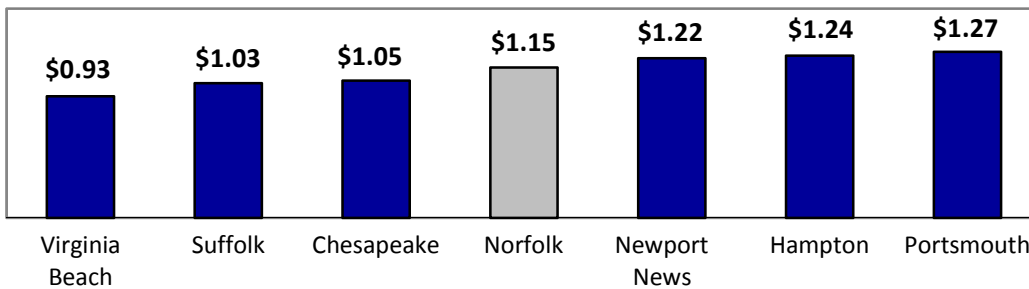
### Regional Comparison of HOTEL Tax Rates



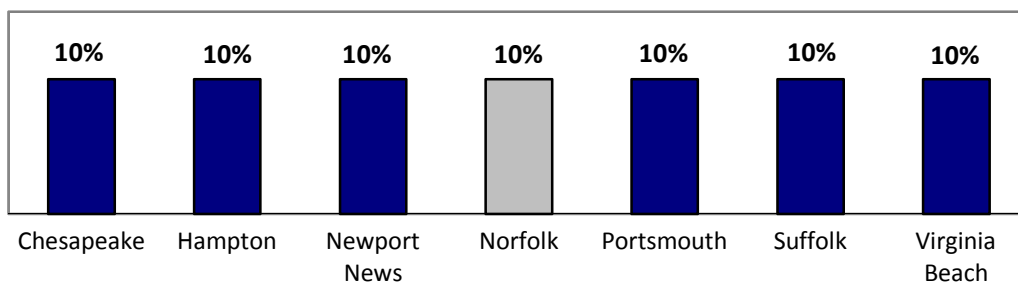
### Regional Comparison of BED Tax Rates



### Regional Comparison of REAL ESTATE Tax Rates



### Regional Comparison of ADMISSIONS Tax Rates



## Employer of Choice Initiative

Norfolk continues to position itself as an “Employer of Choice” organization to attract and retain an engaged and dynamic workforce.

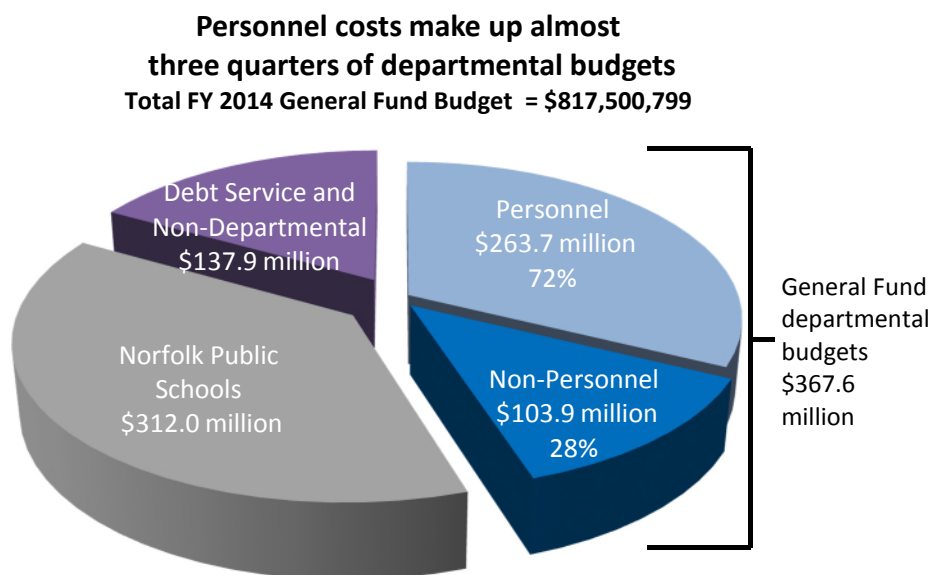
The Approved FY 2014 Budget:

- Provides a two percent salary increase for city employees, effective July 1, 2013
- Provides ongoing support for the Master Firefighter and Master Police Programs to encourage firefighters to enhance their skills and abilities
- Supports the tuition reimbursement program
- Provides employee and supervisor training opportunities
- Continues the FY 2013 program of four volunteer hours per year at Norfolk Public Schools

The city took a conservative approach to staffing in FY 2014. Other than those related to the opening of the Slover Memorial Library and the reorganization of Communications and Technology, the Approved FY 2014 Budget includes no new permanent positions in the General Fund.

The FY 2014 budget includes \$1.6 million in targeted personnel reductions. The majority of the \$1.6 million was achieved by eliminating vacant positions and attempting to more accurately project future attrition rates based on historical data. Overall, the FY 2014 Approved Budget includes 30 fewer General Fund permanent positions than FY 2013.

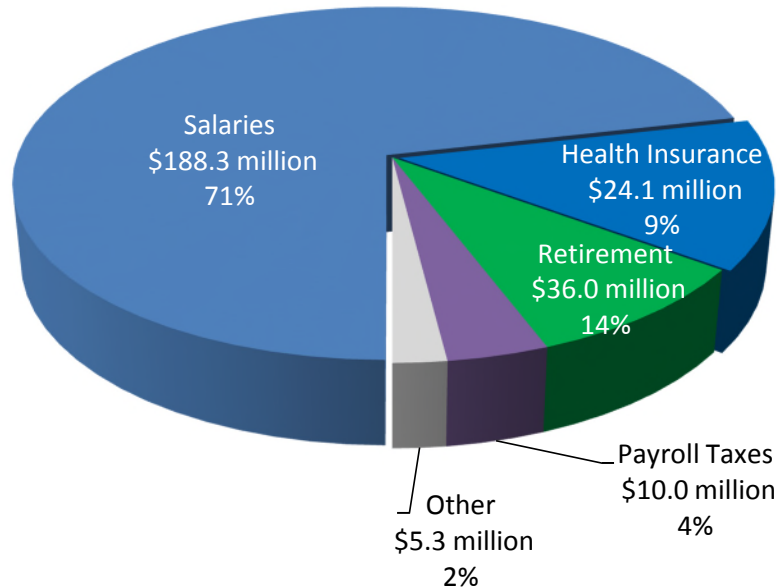
## Compensation Background



Source: City of Norfolk Approved 2014 Budget

## What is included in the personnel budget of \$263.7 million?

FY 2014 General Fund Personnel Budget = \$263.7 million



General Employee Salary Increases FY 1997 to FY 2014 GWI (General Wage Increase) and Step Increase									
FY	1997	1998	1999	2000	2001	2002	2003	2004	2005
GWI	2.0%	0.0%	2.0%	3.0%	2.5%	4.0% <sup>1</sup>	3.0%	1.5%	1.5%
STEP	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	0.0%	2.5%	2.5%
<b>Total</b>	<b>4.5%</b>	<b>2.5%</b>	<b>4.5%</b>	<b>5.5%</b>	<b>5.0%</b>	<b>6.5%</b>	<b>3.0%</b>	<b>4.0%</b>	<b>4.0%</b>
FY	2006	2007	2008	2009	2010	2011	2012	2013	2014
GWI	1.5%	2.0%	2.0%	1.0%	0.0%	0.0%	0.0%	2.0%	2.0%
STEP	2.5%	2.5%	2.5%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total</b>	<b>4.0%</b>	<b>4.5%</b>	<b>4.5%</b>	<b>3.5%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>2.0%</b>	<b>2.0%</b>

<sup>1</sup> Four percent was the average increase for general employees from a compensation study

City of Norfolk classified employees received a salary increase of:

- 26 percent between FY 1999 to FY 2004
- 22 percent between FY 2004 and FY 2009
- 4 percent between FY 2009 and FY 2014

Comparison of Norfolk's salary increases to the region						
City	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Norfolk	3.5%	0.0%	0.0%	0.0% <sup>1</sup>	2.0%	2.0%
Chesapeake	3.0%	0.0%	1.5%	1.5%	0.0%	1.6%
Hampton	2.8%	0.0%	0.0%	0.0% <sup>1</sup>	0.0% <sup>2</sup>	1.0% + <sup>2</sup>
Newport News	2.0%	0.0%	0.0% <sup>1</sup>	2.0%	1.5%	2.0%
Portsmouth	3.0%	0.0%	0.0%	0.0% <sup>3</sup>	0.0% <sup>3</sup>	0.0% <sup>3</sup>
Suffolk	3.0%	0.0%	2.0% <sup>3</sup>	0.0%	2.0%	0.0%
Virginia Beach	2.5%	0.0%	0.0%	2.5%	1% <sup>4</sup>	1.66% <sup>5</sup>

<sup>1</sup>\$500 one-time bonus

<sup>2</sup>Up to \$1,000 pay for performance bonus

<sup>3</sup>Percent adjustment awarded in form of one-time 3% bonus

<sup>4</sup>FY 2013 included 1% for all employees, with employees hired prior to October, 2010 using the increase to offset their required VRS contribution.

<sup>5</sup>FY 2014 includes a salary increase effective October 1, 2013

Note: Compensation increases offset by increased contribution requirements to VRS, general adjustments due to salary studies and actions to relieve compression are not included

## Downtown Improvement District

The City Council adopted ordinance 39,454 on February 9, 1999 (effective April 1, 1999) to establish a special services district in the downtown area (Downtown Improvement District or DID). The city contracted with the Downtown Norfolk Council (DNC) to manage the DID. State law provides property owners in the DID the ability to increase the tax assessment on their properties to pay for an enhanced level of service, over and above traditional city government services.

The DID's goals are to fund and implement programs that support economic development, enhance the appearance and appeal of downtown, and encourage more people to shop, dine, visit, live, and work in downtown Norfolk.

### History of the DID Tax Rate and Funding

The table below provides information on the DID tax rate and funding provided to the DNC and public and performing arts. Currently, the DNC is allocated 15 cents of the 16 cents DID tax and the remaining one cent is allocated for public and performing arts. The DID tax funding has grown from \$226,000 in FY 1999 to over \$1.6 million in FY 2011 and FY 2012. **The DID tax is set to expire on June 30, 2014.**

**History of the DID Tax Rate and Allocation of DID Tax Revenue**

Fiscal Year		DID Tax Rate (per \$100 of assessed value)	DID Tax Revenue Allocated to DNC <sup>5</sup>	DID Tax Revenue Dedicated to Public and Performing Arts
1999	<sup>1</sup>	\$0.24	\$ 226,000	
2000	<sup>2</sup>	\$0.20	\$ 991,179	
2001		\$0.18	\$ 962,321	
2002		\$0.18	\$1,015,819	
2003		\$0.18	\$1,114,577	
2004		\$0.18	\$1,152,138	
2005		\$0.18	\$1,206,024	
2006		\$0.18	\$1,388,491	
2007		\$0.18	\$1,486,852	
2008		\$0.18	\$1,624,227	
2009		\$0.18	\$1,783,110	
2010	<sup>3</sup>	\$0.16	\$1,539,699	\$102,647
2011		\$0.16	\$1,591,702	\$106,113
2012		\$0.16	\$1,495,423	\$103,137
2013	<sup>4</sup>	\$0.16	\$1,545,500	\$103,000
2014	<sup>4</sup>	\$0.16	\$1,530,400	\$102,000

Total =  
\$516,897

<sup>1</sup> The DID tax began April 1, 1999 (FY 1999). <sup>2</sup> The first full year of the DID tax was in FY 2000. <sup>3</sup> In FY 2010, the City lowered the DID tax rate to 16 cents per \$100 of assessed value, of which, 15 cents are allocated to the DNC and one cent is allocated to public and performing arts. <sup>4</sup> Budgeted amounts and not actual expenditures. <sup>5</sup> DNC allocation includes budgeted payment, revenue true-up, and delinquencies. FY 2012 payment reflects refund to Belmont at Freemason Apartments.



## Norfolk Public Schools (NPS) Funding

### Approved FY 2014 Operating Budget

The Total Approved FY 2014 Operating Budget for NPS is \$311,957,882. This is a \$9,924,562 increase from the Approved FY 2013 Operating Budget.

Norfolk Public Schools (NPS) Approved FY 2013 to Approved FY 2014 Budget (millions)				
Revenues	Approved FY 2013	Approved FY 2014	Variance	Percent Change
Revenue from the City	\$107.2	\$111.9	\$4.7	4.4%
Revenue from the Commonwealth	\$179.7	\$180.3	\$0.6	0.3%
Revenue from Federal Funds	\$4.8	\$4.5	(\$0.3)	-6.0%
Revenue from Other Funds	\$4.2	\$4.2	\$0.0	0.0%
Carryforwards	\$6.1	\$7.7	\$1.6	26.5%
<b>Subtotal Operating Funds</b>	<b>\$302.0</b>	<b>\$308.6</b>	<b>\$6.6</b>	<b>2.2%</b>
Construction, Technology and Infrastructure (CTI)	-	\$3.3	\$3.3	0.0%
<i>Local support with CTI</i>	<i>\$107.2</i>	<i>\$113.5</i>	<i>\$6.3</i>	<i>5.9%</i>
<b>Subtotal Operating and CTI</b>	<b>\$302.0</b>	<b>\$312.0</b>	<b>\$9.9</b>	<b>3.3%</b>
Grant Revenues and Child Nutrition Funds	\$50.4	\$49.4	(\$1.0)	-1.9%
<b>Total Funds</b>	<b>\$352.4</b>	<b>\$361.3</b>	<b>\$8.9</b>	<b>2.5%</b>
Additional city services contributed to NPS (includes debt service on school buildings and school buses, school resource officers, school crossing guards, school nurses, grounds and facility maintenance, does not include school construction)	\$16.3	\$16.8	\$0.5	2.9%
<b>Total NPS Support</b>	<b>\$368.7</b>	<b>\$378.1</b>	<b>\$9.5</b>	<b>2.6%</b>

Note: Amounts may not sum due to rounding.

Source: City of Norfolk Approved FY 2014 Budget



## Revenue from the City

The funding from the city increases by approximately \$8.0 million or 7.5 percent. \$3.3 million of the increase is from the two-cent real estate tax increase dedicated to the Construction, Technology and Infrastructure (CTI) program.

Approved FY 2014 Budget Actions:	
Revenue from City FY 2013 to FY 2014 Comparison	
Revenue from City	Amount
Additional city contribution	\$2,667,800
Transfer Public Health School Nurse Savings to NPS	\$250,000
One-time funding from city savings initiative (decentralize Storehouse)	\$1,750,000
<b>Subtotal operating support</b>	<b>\$4,667,800</b>
CTI lockbox	\$3,356,000
<b>Total local support</b>	<b>\$8,003,400</b>

## Construction, Technology, and Infrastructure Program

The Construction, Technology, and Infrastructure (CTI) program will fund one-time capital, technology, and infrastructure improvements for the school division. The program will fund (in priority order) the debt service for school construction projects, fund the purchase of technology to enhance learning within the classroom, and address infrastructure needs. A dedicated two-cent real estate tax increase effective July 1, 2013, will support the CTI. The tax increase will accelerate the funding for school construction projects as well as free up capacity to address infrastructure and neighborhood capital needs citywide. All funds raised from the two-cent tax increase will be placed in a lockbox and monitored to ensure all revenue from the tax increase is used solely for this program. This fund source has the potential to grow overtime as real estate values increase.

## Revenue from the Commonwealth

The General Assembly is charged with revising, determining costs and the cost sharing between the Commonwealth and localities for the Standards of Quality (SOQ) formula. Average Daily Membership (ADM) is the student enrollment count that drives most state funds for public education. For FY 2014, NPS projects ADM to decline from 30,200 in FY 2013 to 29,805 in FY 2014, **a decrease of 395 students**. State revenue declined by \$1.6 million from student enrollment decline and other technical updates. The state provided \$123,000 for an early reading initiative and \$2.0 million for the state's share of a two percent salary increase effective August 1<sup>st</sup> for SOQ instructional and support positions. In total, even with the enrollment decline, revenue from the Commonwealth increases by \$591,842.



Approved FY 2014 Budget Actions:			
Revenue from the Commonwealth FY 2013 to FY 2014 Comparison			
Fund	FY 2013 Approved	FY 2014 Approved	Variance
Basic Aid	\$81,833,770	\$80,479,517	(\$1,354,253)
Textbook Payments <sup>1</sup>	\$1,568,020	\$1,373,991	(\$194,029)
Vocational Education Standards of Quality (SOQ)	\$1,395,740	\$1,377,486	(\$18,254)
Gifted Education	\$958,270	\$945,736	(\$12,534)
Special Education SOQ	\$10,665,970	\$10,649,815	(\$16,155)
Prevention, Intervention and Remediation	\$4,958,000	\$4,893,158	(\$64,842)
Fringe Benefits	\$15,186,490	\$15,008,427	(\$178,063)
Remedial Summer School	\$770,340	\$725,963	(\$44,377)
<b>Total Standards of Quality Funds</b>	<b>\$117,336,600</b>	<b>\$115,454,093</b>	<b>(\$1,882,507)</b>
State Sales Taxes	\$31,580,750	\$31,758,101	\$177,351
Lottery Funded Programs	\$26,854,750	\$27,114,026	\$259,276
Other State Funds	\$3,939,120	\$5,976,842	\$2,037,722
<b>Total from Commonwealth</b>	<b>\$179,711,220</b>	<b>\$180,303,062</b>	<b>\$591,842</b>
<sup>1</sup> Textbook Payments are split funded between SOQ funds and Lottery Funded Programs. In FY 2013 and FY 2014, the majority of funding for textbooks is from the SOQ fund.			

## Revenue from Federal Funds and Other Funds

Federal Impact Aid is expected to decrease by \$290,879. Impact aid compensates school divisions for local revenue lost due to the presence of federally owned, and therefore tax-exempt property and costs incurred due to federally connected students, such as children of armed services personnel working on a military base. The loss in revenue is due to an anticipated decrease in funding from the Federal Sequestration.

Technical update of \$26 from FY 2013. Revenue from Other Funds is revenue generated and collected by NPS.

Revenue from Other Funds includes:

- Transportation for Field Trips
- Drive Education
- Indirect Costs
- Interest Income
- In-School Related Services
- Rental of School Facilities
- Summer School Tuition

## Carryforwards

There is \$5.4 million in carryforward funds in FY 2014. The FY 2013 Approved Budget included \$7.7 million in carryforward or one-time funds.

Approved FY 2014 Budget Actions:	
Revenue from Carryforwards FY 2013 to FY 2014 Comparison	
Carryforwards	Amount
Reduce Appropriation for NPS FY 2013 carryforwards	(\$6,121,700)
Reappropriate NPS carryforward	\$7,741,873
<b>Total</b>	<b>\$1,620,173</b>

**Reduce appropriation for NPS FY 2013 carryforward** - Technical adjustment to remove one-time funding provided in FY 2013 for carryforward funds for Norfolk Public Schools (NPS). One-time FY 2013 funding included the following: \$1.0 million in additional FY 2012 sales tax revenue; \$2.1 million from the transfer of school bus reserves to NPS Operating Budget; \$1.0 million from unutilized FY 2010 funds set aside for unemployment compensation; and \$2.0 million from NPS FY 2012 yearend balances.

**Reappropriate NPS carryforward** - Reappropriate the projected FY 2013 year-end balances for use in FY 2014. NPS is implementing strategies to carryforward a projected \$7.7 million. As a result, \$7.7 million in unexpended funds is expected to be available for use in FY 2014.

## Norfolk Public Schools Capital

Over the past decade, the city has provided support to construct Norview High, Blair Middle, Coleman Place Elementary and Crossroads K-8. The city made a commitment to build five schools, the first school, Crossroads K-8, opened in the fall of 2012. The Approved FY 2013 Capital Improvement Plan (CIP) Five-Year plan included funding to construct the second and third schools and begin designing the fourth and fifth schools in FY 2016. The plan **did not** include funding to begin construction in FY 2017.

Approved FY 2013 Five-Year Capital Improvement Plan (CIP) (in millions)*								
Project	Prior Funding	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Five-Year Plan Total	Total
Five schools	Crossroads Opened Fall 2012	\$29.4					-	\$29.4
	Campostella	\$4.7	\$12.3	\$5.0			\$17.3	\$22.0
	Broad Creek Area	\$4.7	\$12.3	\$5.0			\$17.3	\$22.0
	Larchmont				\$2.2		\$2.2	\$2.2
	Oceanview				\$2.2		\$2.2	\$2.2
<b>Subtotal</b>		<b>\$38.9</b>	<b>-</b>	<b>\$24.6</b>	<b>\$10.0</b>	<b>\$4.4</b>	<b>-</b>	<b>\$39.0</b>
	Major Maintenance		\$3.0	\$3.0	\$3.0	\$2.0	\$14.0	\$14.0
	Support CTE		\$0.5				\$0.5	\$0.5
	Support Governor's School for the Arts		\$0.3				\$0.3	\$0.3

\*amounts may not sum due to rounding

Source: City of Norfolk Approved FY 2014 Budget

The Construction, Technology, and Infrastructure (CTI) program will **accelerate the funding for school construction** projects as well as free up capacity to address infrastructure and neighborhood capital needs citywide. The Approved FY 2014 Five-Year Capital Improvement Plan (CIP) includes \$121.5 million for school related projects. The Five-Year Plan completes the five school commitment, funds Camp Allen Elementary (20 percent-city, 80 percent-federal reimbursement), continues major maintenance funding, funds school athletics support facilities at Lake Taylor High and Booker T. Washington High, and provides \$300,000 to support the planning of a new Governor's school.

Five schools

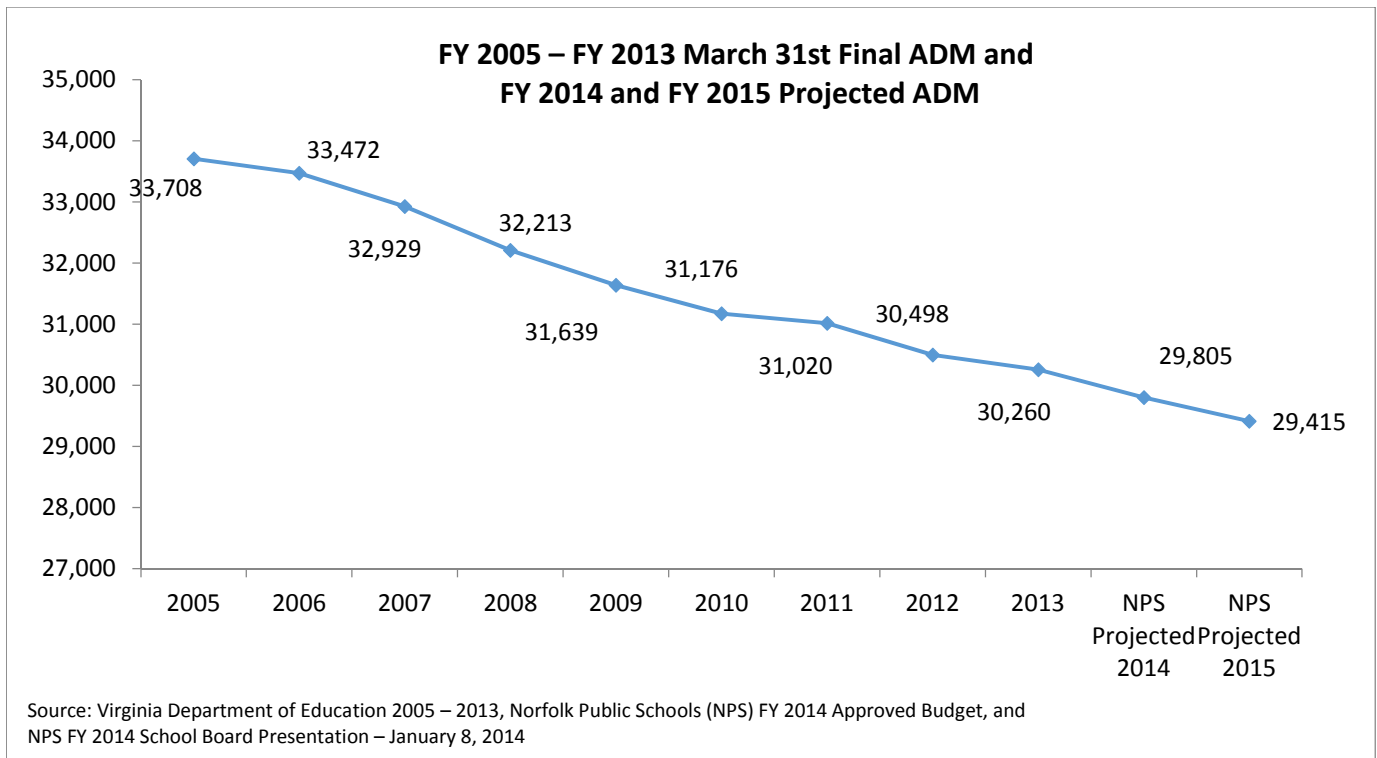
Approved FY 2014 Five-Year Capital Improvement Plan (CIP) (in millions)*								
Project	Prior Funding	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	Five-Year Plan Total	Total
Crossroads Opened Fall 2012	\$29.4						-	\$29.4
Campostella	\$4.7	\$12.3	\$5.0				\$17.3	\$22.0
Broad Creek Area	\$4.7	\$12.3	\$5.0				\$17.3	\$22.0
Larchmont				\$2.2	\$14.8	\$5.0	\$22.0	\$22.0
Oceanview				\$2.2	\$14.8	\$5.0	\$22.0	\$22.0
<b>Subtotal</b>	<b>\$38.9</b>	<b>\$24.6</b>	<b>\$10.0</b>	<b>\$4.4</b>	<b>\$29.6</b>	<b>\$10.0</b>	<b>\$78.6</b>	<b>\$117.5</b>
Major Maintenance		\$3.0	\$3.0	\$3.0	\$2.0	\$2.0	\$13.0	\$13.0
School Athletics Support Facilities		\$1.0					\$1.0	\$1.0
Camp Allen Elementary (20% paid by city, 80% reimbursable by Department of Defense)		\$4.0	\$17.0	\$7.7			\$28.7	\$28.7
Support new Governor's school			\$0.3				\$0.3	\$0.3
<b>Grand Total</b>	<b>\$38.9</b>	<b>\$32.6</b>	<b>\$30.3</b>	<b>\$15.1</b>	<b>\$31.6</b>	<b>\$12.0</b>	<b>\$121.5</b>	<b>\$160.4</b>

\*amounts may not sum due to rounding

Source: City of Norfolk Approved FY 2014 Budget

## Average Daily Membership

ADM is the student enrollment count that drives most state funds for education.



**From FY 2005 to FY 2015 ADM has declined by 12.7 percent or 4,293.**

ADM Comparison FY 2005 to FY 2015			
Fiscal Year	ADM	Variance from Prior Year	% Change from Prior Year
2005	33,708	-322	-0.9%
2006	33,472	-236	-0.7%
2007	32,929	-543	-1.6%
2008	32,213	-716	-2.2%
2009	31,639	-574	-1.8%
2010	31,176	-463	-1.5%
2011	31,020	-156	-0.5%
2012	30,498	-522	-1.7%
2013	30,260	-238	-0.8%
NPS Projected 2014	29,805	-455	-1.5%
NPS Projected 2015	29,415	-390	-1.3%

Source: Virginia Department of Education 2005 – 2013, Norfolk Public Schools (NPS) FY 2014 Approved Budget, and NPS FY 2014 School Board Presentation – January 8, 2014

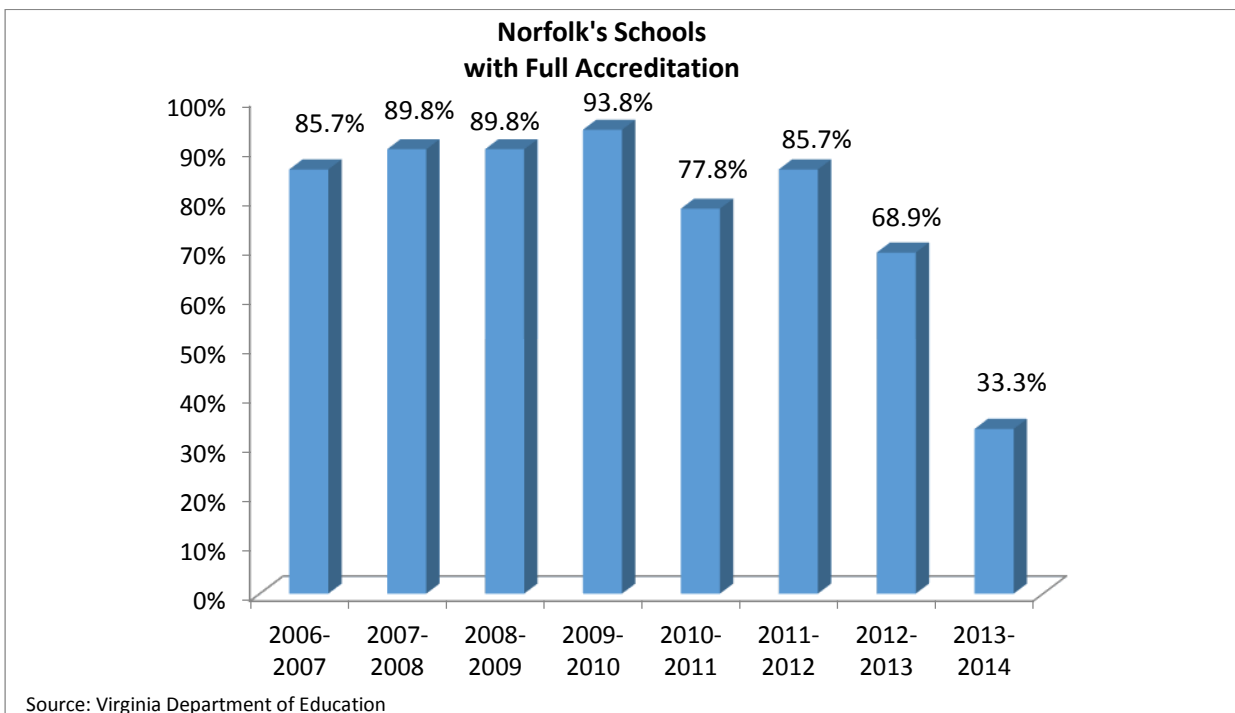
## Accreditation

15 out of 45 schools are Fully Accredited for 2013-2014 in comparison to 31 out of 45 schools for 2012-2013.

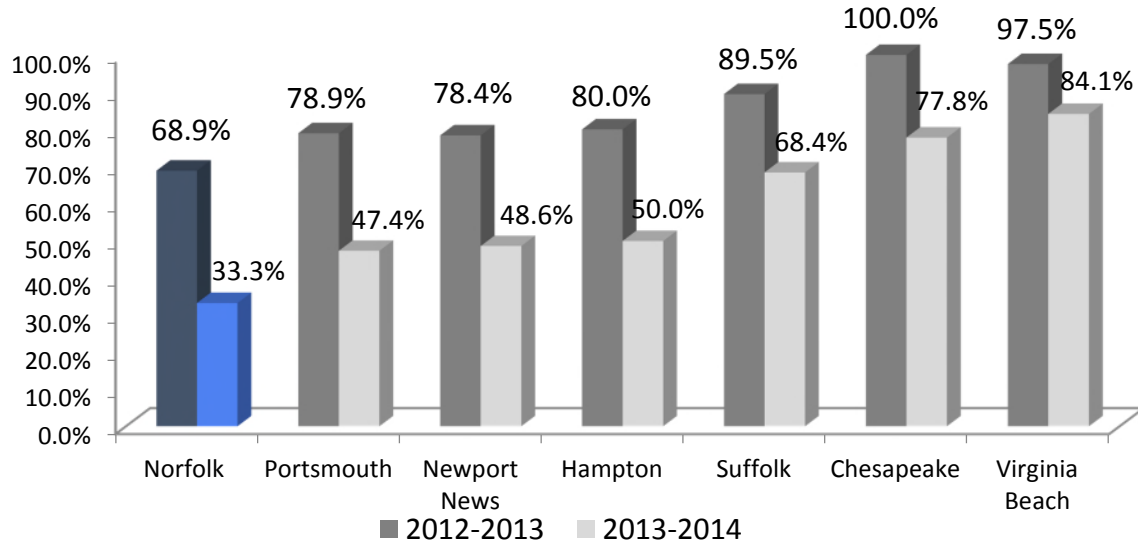
- 11 out of 33 elementary schools are Fully Accredited
- 1 out of 7 middle schools are Fully Accredited
- 3 out of 5 high schools are Fully Accredited

2012-2013 and 2013-2014 Accreditation Ratings (based on the 2011-2012 and 2012-2013 school year)						
	2012-2013		2013-2014		Prior Year Comparison	
Accreditation Rating	Number of Schools	Percent of Schools	Number of Schools	Percent of Schools	Number of Schools	Percentage Change
Fully Accredited	31	68.9%	15	33.3%	-16	-51.6%
Accredited with Warning	10	22.2%	27	60.0%	17	170.0%
Accreditation Denied	2	4.4%	3	6.7%	1	50.0%
Provisionally Accredited- Graduation Rate	1	2.2%	0	0.0%	-1	-100.0%
Conditionally Accredited	1	2.2%	0	0.0%	-1	-100.0%
Total Schools	45	100.0%	45	100.0%		

Source: Virginia Department of Education



## Regional Comparison Percentage of Schools with Full Accreditation 2012-2013 and 2013-2014



Source: Virginia Department of Education

### Regional Comparison of FY 2014 Accreditation

City	Accreditation Denied	Accredited with Warning	Conditionally Accredited	Fully Accredited	Provisionally Accredited - Graduation Rate	Grand Total
Chesapeake		10		35		45
Hampton		15		15		30
Newport News		19		18		37
Norfolk	3	27		15		45
Portsmouth		9		9	1	19
Suffolk		6		13		19
Virginia Beach		12	1	69		82
<b>Grand Total</b>	<b>3</b>	<b>98</b>	<b>1</b>	<b>174</b>	<b>1</b>	<b>277</b>
Percentage	1.1%	35.4%	0.4%	62.8%	0.4%	100.0%

Source: Virginia Department of Education

## **Accreditation Definitions**

- **Fully Accredited**

High schools and schools with a graduating class are Fully Accredited if students achieve pass rates of 70 percent or more in mathematics, science, and history, a pass rate of 75 percent or more in English, and attain a point value of 85 or greater based on the Graduation and Completion Index (GCI).

Middle schools are Fully Accredited if students achieve pass rates of 70 percent or more in mathematics, science, and history and a pass rate of 75 percent or more in English.

Elementary Schools are Fully Accredited if the combined pass rate is at least 75 percent on English tests in grades 3 - 5. Elementary schools also must achieve a pass rate of at least 70 percent in mathematics, science and history.

- **Accredited with Warning**

A school receives this rating if pass rates are below the achievement levels required for full accreditation. Schools that are Accredited with Warning undergo academic reviews and are required to adopt and implement school improvement plans. Schools that are Accredited with Warning in English and/or mathematics also are required to adopt instructional programs proven by research to be effective in raising achievement in these subjects.

- **Accreditation Denied**

A school is denied accreditation if it fails to meet the requirements to be rated fully accredited for three consecutive years. Schools that have been denied accreditation are subject to corrective actions prescribed by the Board of Education and agreed to by the local school board through a signed memorandum of understanding.

- **Conditionally Accredited**

New schools that are comprised of students from one or more existing schools will be awarded this status for one year pending an evaluation of the performance of students on SOL tests and other statewide assessments.

Reconstituted - A school rated as "Conditionally Accredited" following reconstitution will revert to a status of "Accreditation Denied" if it fails to meet the requirements for full accreditation by the end of the agreed upon term, or if it fails to have its annual application for such rating renewed.

- **Graduation & Completion Index**

Accreditation ratings for 2012-2013 are the first to include a Graduation and Completion Index (GCI) for high schools. This new accountability measure was approved by the Board of Education in 2009. The GCI calculation awards full credit for students who earn a Board of Education-approved diploma and partial credit for other outcomes, Schools earning a rating of provisionally accredited-graduation rate must undergo an academic review. The provisionally accredited-graduation rate will not be awarded after 2015-2016. High schools earning a GCI less than the provisional benchmark for the year are rated as accredited with warning.



# Statistical Information

## City Facts

Total square miles (land area): 65.98

Number of Public Schools:

- Elementary schools: 33
- Middle schools: 8
- High schools: 5
- Preschools: 2
- Special Purpose Schools: 3
- Other School Facilities: 4

Public institutions of higher learning

- Old Dominion University
- Norfolk State University
- Tidewater Community College

Private institutions of higher learning

- Eastern Virginia Medical School
- Virginia Wesleyan College

Number of parks:

- Two festival parks (specially designated parks which are permitted and can support festivals and comply with ABC Board regulations)
- Six community parks (10 acres in size or larger, which support a variety of both active and passive activities)
- 37 neighborhood active parks (usually 10 acres or less, that provide some type of recreational component for active play)
- 27 neighborhood passive parks (usually 10 acres or less, with no active play component or equipment)
- 11 dog parks
- Number of community centers: 20
- Number of public pools: 6

Number of libraries: 1 anchor branch, 10 branches and one bookmobile

Number of major venues for public performances: 7

Home to the first cruise ship terminal in Virginia

Established the first light rail system in Virginia, which runs a total length of 7.4 miles and has a total of 11 stations with 4 park-and-ride lots

## Appendix: Demographic Report



CITY OF NORFOLK, VA

## Demographic Report

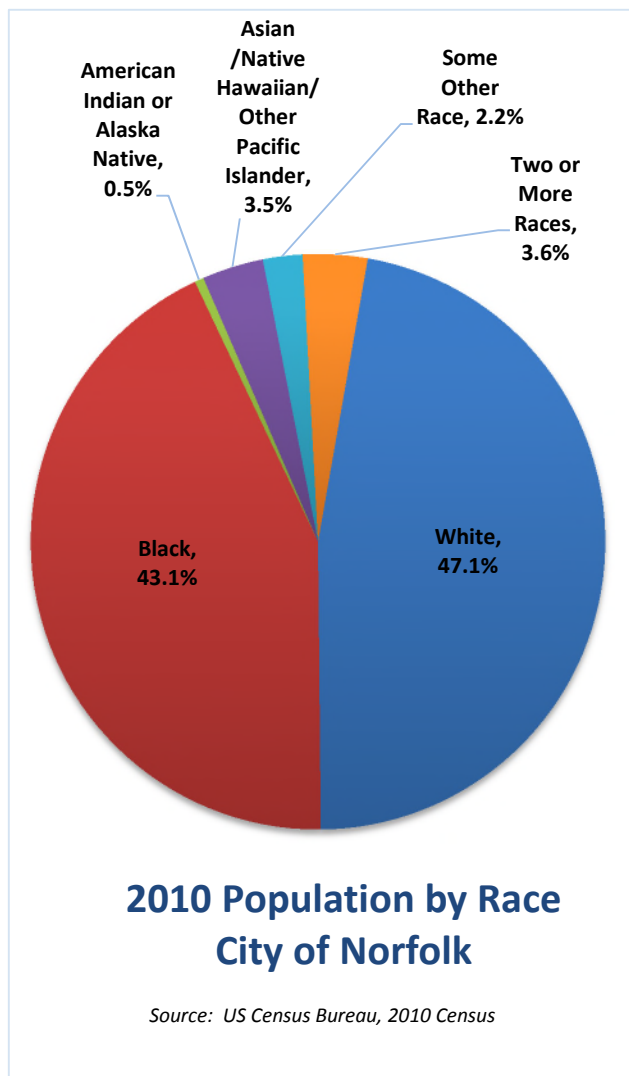
## TABLE OF CONTENTS

<b>DEMOGRAPHIC REPORT SUMMARY .....</b>	<b>3</b>
<b>EMPLOYMENT ESTIMATES FOR NORFOLK.....</b>	<b>6</b>
EMPLOYMENT APPENDIX:.....	12
<b>POVERTY RATE ESTIMATES FOR NORFOLK.....</b>	<b>16</b>
POVERTY APPENDIX: .....	22
<b>COMPENSATION FOR NORFOLK.....</b>	<b>28</b>
COMPENSATION APPENDIX: .....	30

# DEMOGRAPHIC REPORT SUMMARY

## CITY OF NORFOLK, VA

### KEY DEMOGRAPHIC INDICATORS



Report Sources:  
Virginia Employment Commission  
US Bureau of Labor Statistics  
US Census Bureau, American Community Survey  
US Census Bureau, 2000 and 2010 Census  
US Bureau of Economic Analysis

#### **Unemployment**

- Comparing the Hampton Roads region and Richmond, Norfolk had the third highest annual unemployment rate at 7.9 percent of the total labor force in 2012 behind Portsmouth which was at 8.3 percent and Richmond which was at 8.5 percent.

- In September of 2013, the number of employed Norfolk residents was 97,973 or 93.3 percent of the labor force.

#### **Poverty**

- Norfolk's family poverty rate increased 1.8 percent from 14.6 percent in 2011 to 16.4 percent in 2012.

#### **Housing**

- Norfolk's vacant housing units represented 9.5 percent of all housing units in 2012. This is 0.5 percent higher than the 2011 vacancy rate of 9.0 percent.

#### **Population**

- According to the ACS estimates, between 2011 and 2012 there was a 1.3 percent increase in the population from 242,628 to 245,782.
  - The largest portion of that increase, was in the 25 – 34 year old age range, growing from 17.4 percent of the total population to 18 percent.
- According to the Census bureau's decennial census, the Hispanic or Latino population saw an increase of 81 percent from 2000 to 2010, representing 6.6 percent of the total population in 2010.
- In 2012 there were 86,347 households with an average household size of 2.55 people.

- In 2012, 27 percent of people 25 years and over had a high school diploma or equivalency and 26 percent had a bachelor's degree or higher. 4 percent had less than a 9<sup>th</sup> grade education.

#### **Compensation**

- In 2012 Norfolk's military compensation comprises 31 percent of the state's total.

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# *CITY OF NORFOLK, VA*

## Employment

# EMPLOYMENT ESTIMATES FOR NORFOLK

---

Data used in the following charts and tables was taken from the 2012 American Community Survey (ACS), the Department of Labor's Bureau of Labor & Statistics (BLS) and the Virginia Employment Commission. Unemployment rates are defined as the percentage of individuals in the work force that are unemployed. Individuals considered not in the labor force are defined as follows:

All people 16 years old and over who are not classified as members of the labor force. This category consists mainly of students, homemakers, retired workers, seasonal workers interviewed in an off season who were not looking for work, institutionalized people, and people doing only incidental unpaid family work (less than 15 hours during the reference week).

Employment rates are calculated using the percentage of the total labor force not the total population. This is important to note because the total population count is much higher than the total labor force population.

## 2012 Annual National Statistics

- Unemployed individuals in the labor force – 12,506,000 or 8.1 percent
- Median Household Income – \$51,371
- 5.0 percent of all individuals in the labor force utilize public transportation to commute to and from work.

## 2012 Annual Virginia Statistics

- Unemployed Individuals in the labor force – 247,036 or 5.9 percent
- Median Household Income – \$61,741
- 4.4 percent of all individuals in the labor force utilize public transportation to commute to and from work.

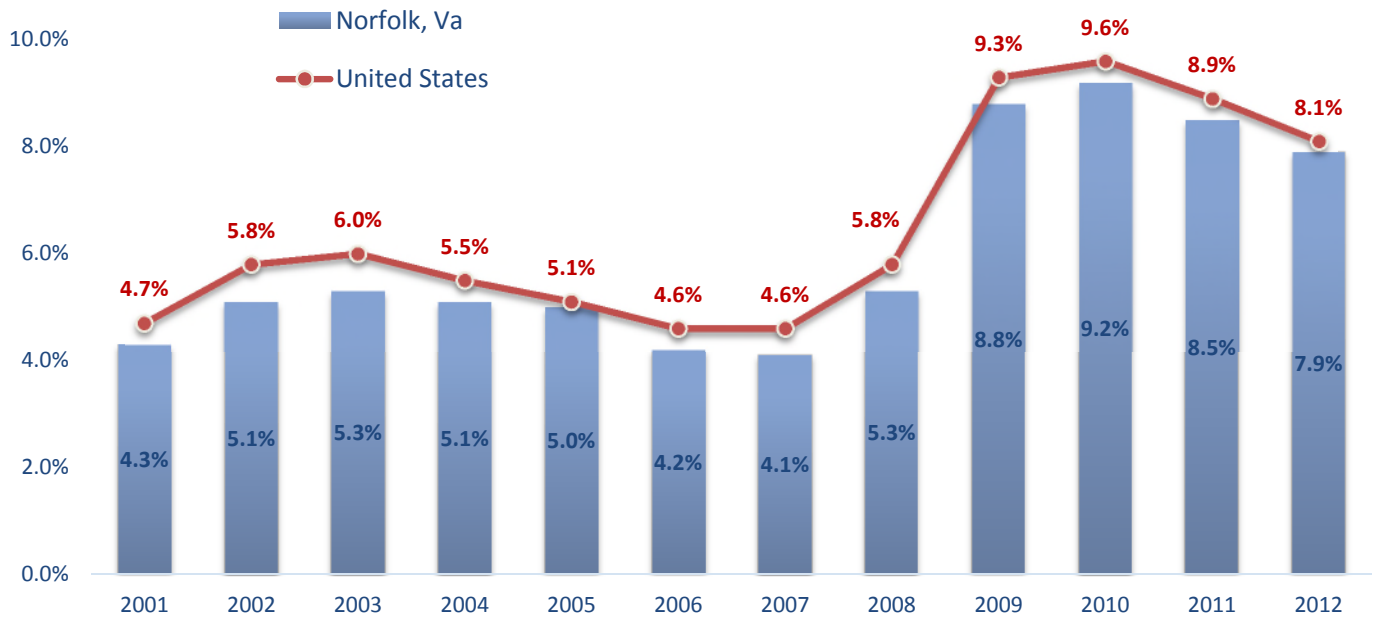
## 2012 Annual Norfolk Statistics

- Unemployed Individuals in the labor force – 8,216 or 7.9 percent
- Median Household Income – \$42,644
- 4.5 percent of all individuals in the labor force utilize public transportation to commute to and from work.



## 2001- 2012 Annual Unemployment Rate United States & Norfolk, VA

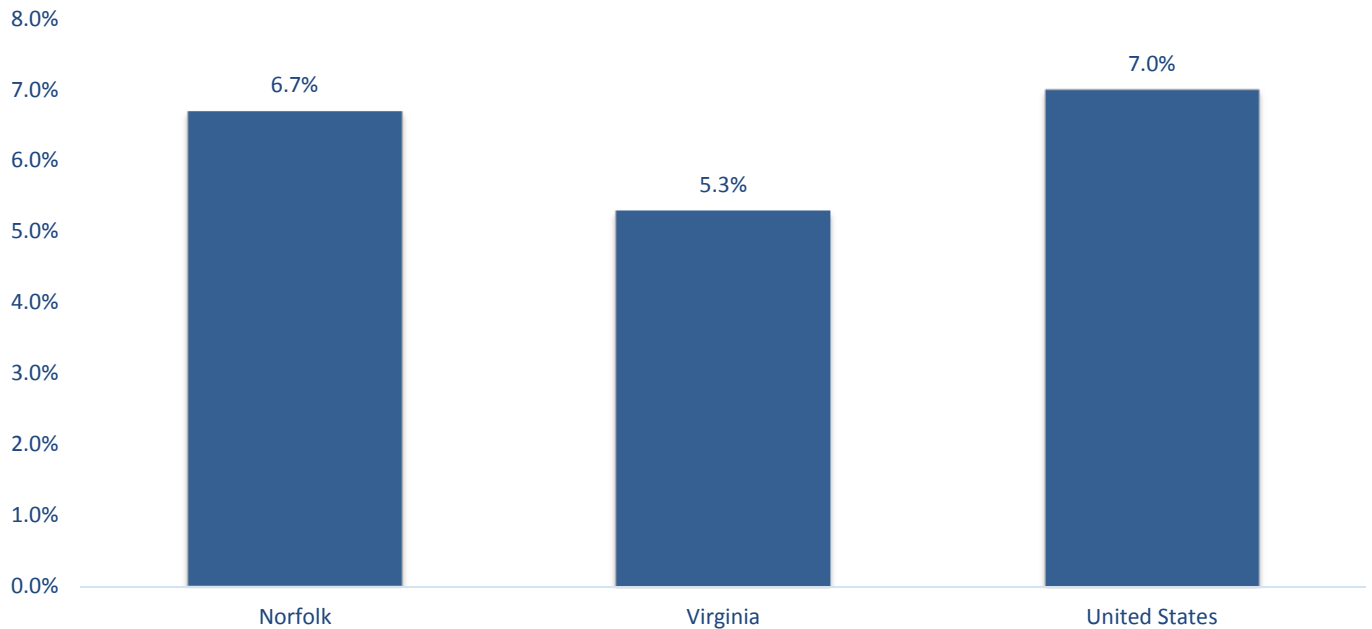
Percentage  
12.0%



Source: US Bureau of Labor Statistics  
Rates are NOT Seasonally Adjusted

## September 2013 Monthly Estimated Unemployment Rates

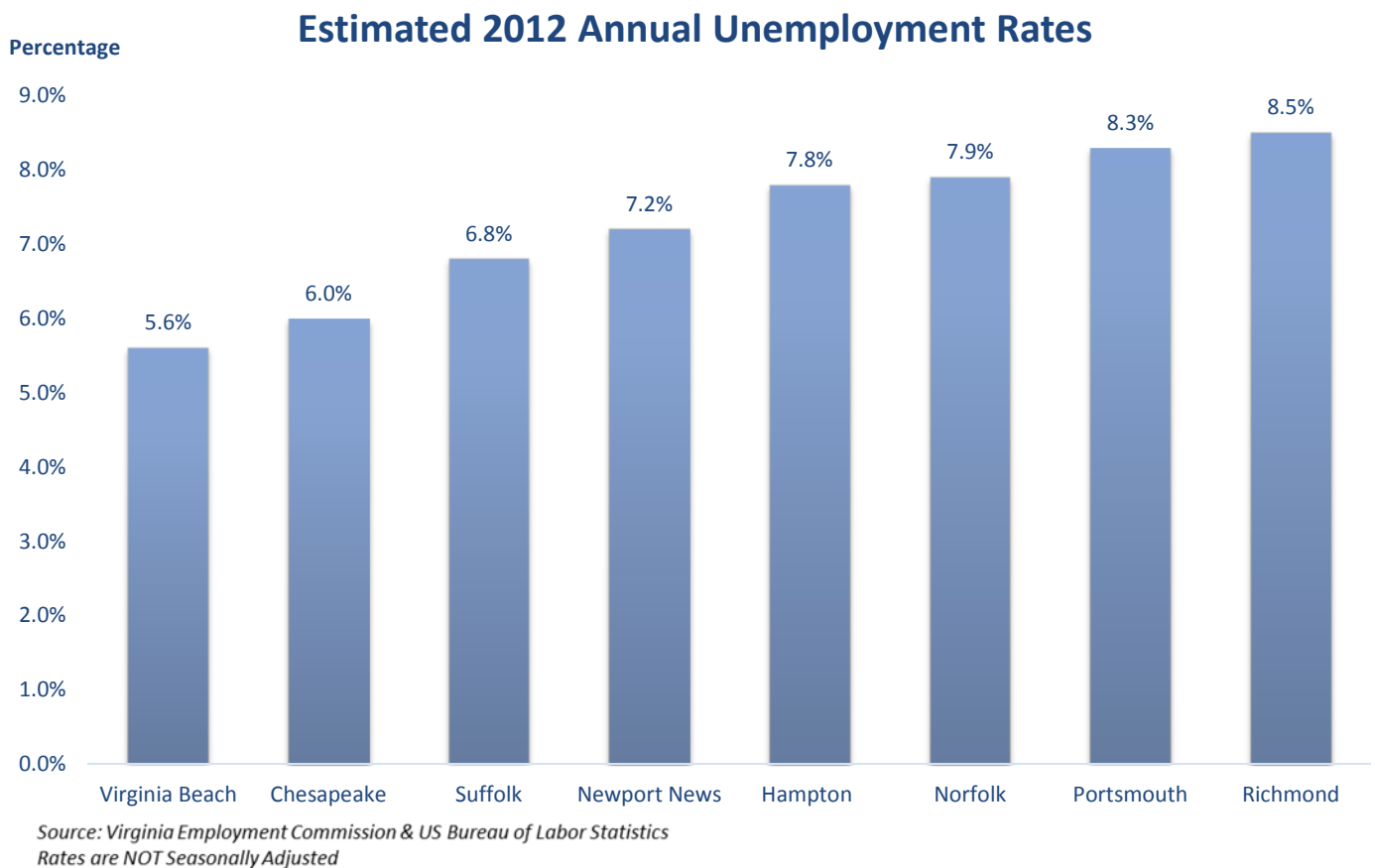
Percentage



Source: Virginia Employment Commission & US Bureau of Labor Statistics  
Rates are NOT Seasonally Adjusted

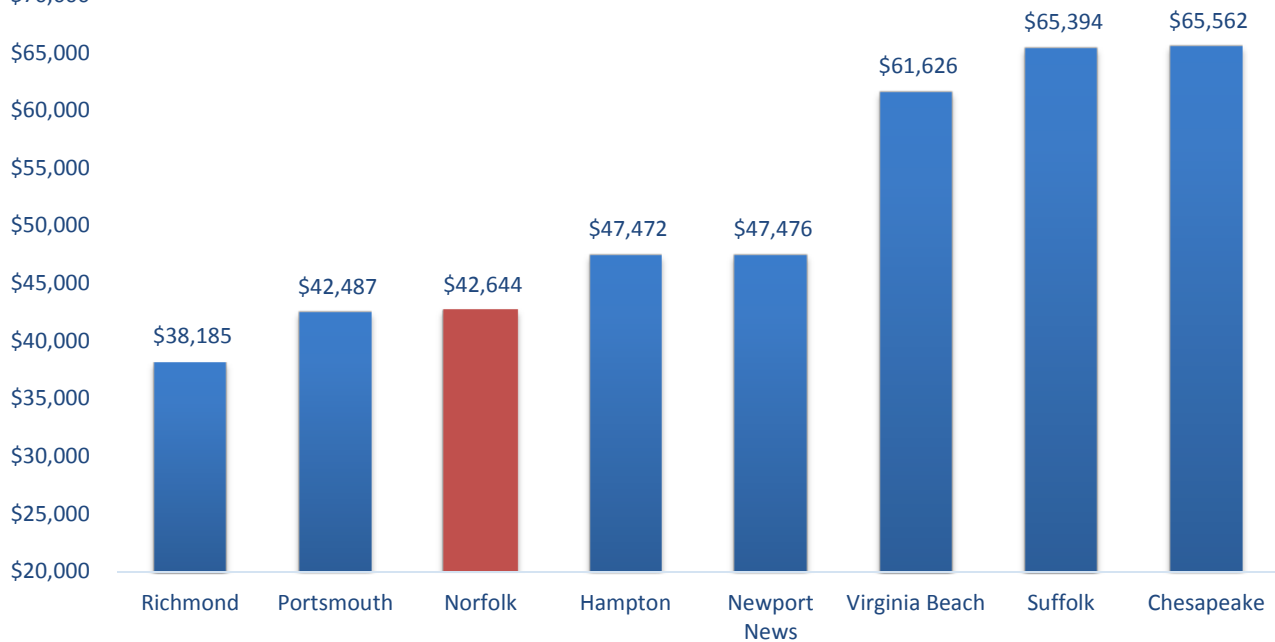
## Regional Facts

- Comparing the Hampton Roads region and Richmond, Norfolk had the third highest annual unemployment rate at 7.9 percent of the total labor force in 2012 behind Portsmouth who was at 8.3 percent and Richmond who was at 8.5 percent.
- In 2012, Norfolk had the third largest labor force in the Hampton Roads region, including Richmond, at 103,838 individuals.
- In 2012, Norfolk had the second highest annual rate of employees utilizing public transportation to get to and from work at 4.5 percent with Richmond having the highest rate at 5.2 percent.
- In 2012 Norfolk's median household income was the third lowest in the Hampton Roads region at \$42,644. Richmond and Portsmouth's median household incomes were lower.



Thousands  
\$70,000

## 2012 ACS Estimated Median Household Income

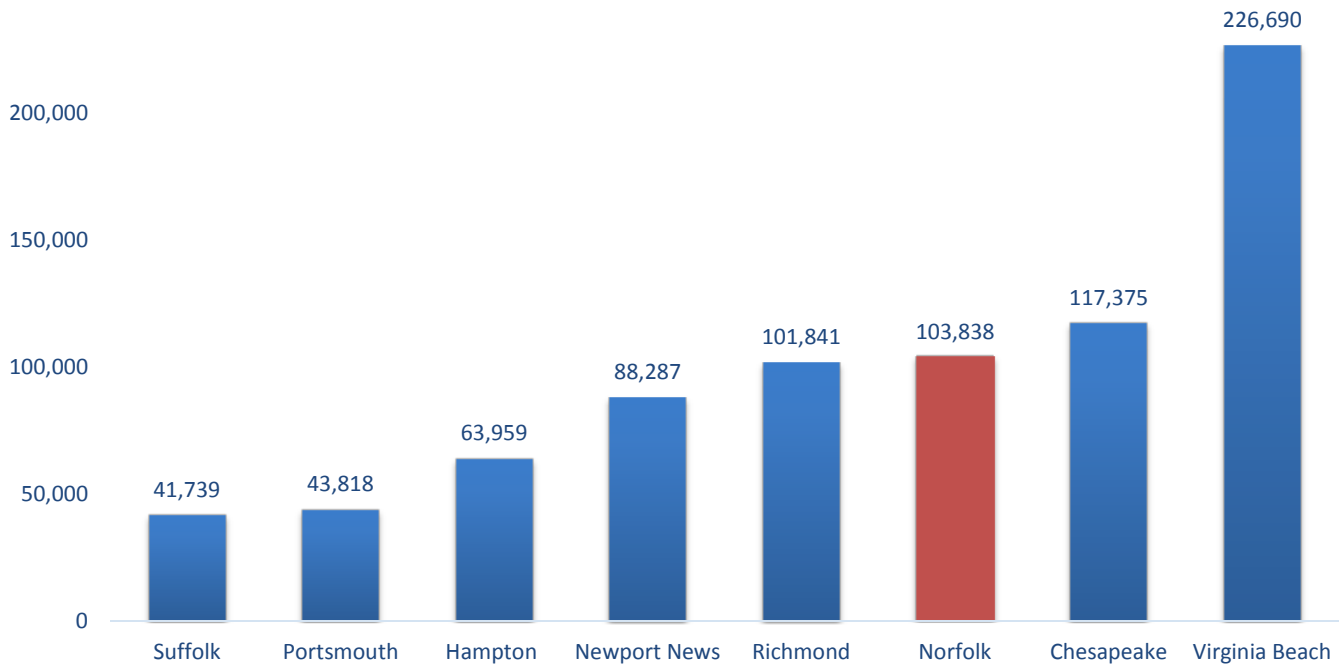


Source: 2012 American Community Survey 1-Year Estimates

\*Median Household Income is the income of the householder and all other individuals 15 years old and over in the household, whether they are related to the householder or not.

## 2012 Estimated Individual Population in the Labor Force

Population  
250,000



Source: Virginia Employment Commission & US Bureau of Labor Statistics

## Norfolk Facts

- The majority of the population (19.4 percent or 16,738 individuals) had an annual income between \$50,000 and \$74,999.
- In September of 2013, the number of employed Norfolk residents was 97,973 or 93.3 percent of the labor force.
- Between 2001 and 2012, Norfolk's annual unemployment rate has risen a net of 3.6 percent with a low, in 2007, of 4.1 percent to a high in 2010 of 9.2 percent.

Percentage  
12.0

### Estimated Monthly Unemployment Rate Norfolk, VA 2003-2013

10.0

8.0

6.0

4.0

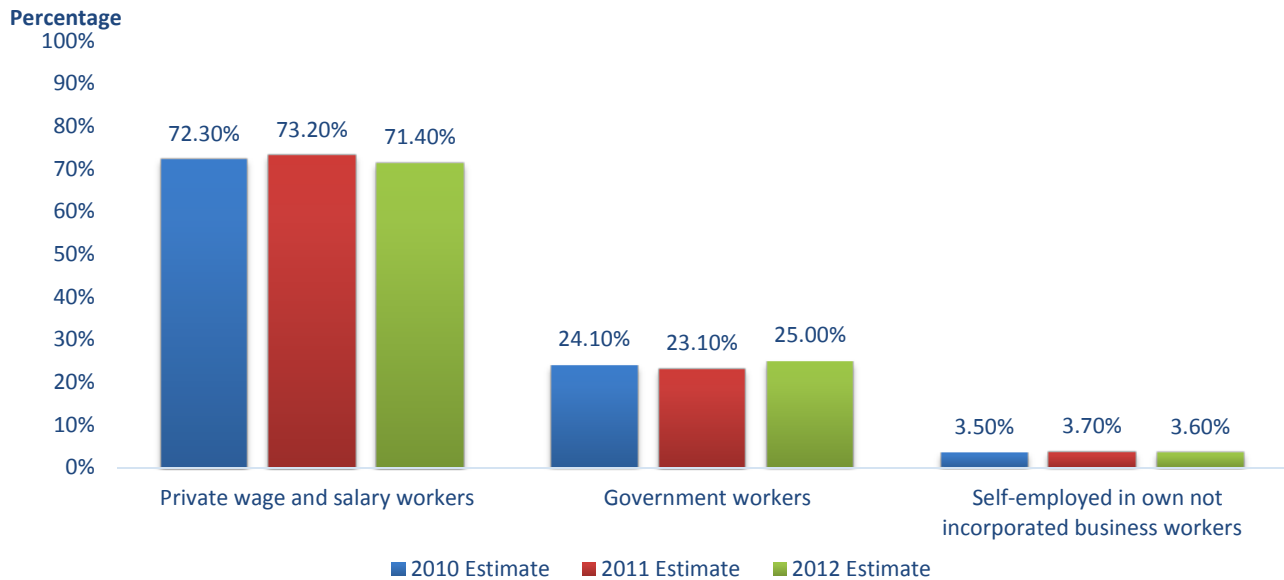
2.0

0.0

2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013

Source: Virginia Employment Commission & US Bureau of Labor Statistics  
Rates are NOT Seasonally Adjusted

## 2012 ACS Estimated Percentage of Workers by Class 2010-2012 Norfolk, VA

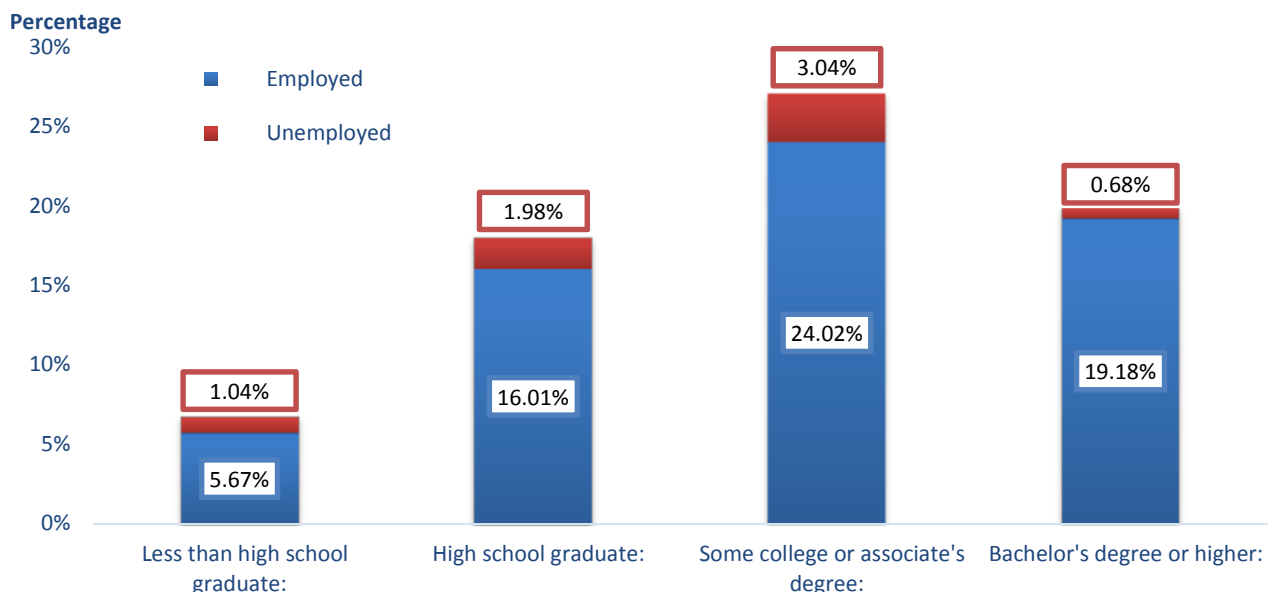


Source: 2012 American Community Survey 1-Year Estimates

**\*Private Wage and Salary Workers**--Includes people who worked for wages, salary, commission, tips, pay-in-kind, or piece rates for a private-for-profit employer or a private-not-for-profit, tax-exempt, or charitable organization.

**\*Self-Employed Workers**--Includes people who worked for profit or fees in their own unincorporated business, profession, or trade, or who operated a farm.

## 2012 ACS Estimated Percentage of Civilian Work Force's Educational Attainment by Employment Status Ages 25-64 Norfolk, VA



Source: 2012 American Community Survey 1-Year Estimates

## Appendix:

The following tables were derived utilizing ACS data. This data differs in the total population counts from the Bureau of Labor Statistics & the Virginia Employment Commission data.

Subject	United States		Virginia		Norfolk	
	Estimate	Percent	Estimate	Percent	Estimate	Percent
<b>COMMUTING TO WORK</b>						
Workers 16 years and over	140,862,960	140,862,960	3,967,188	3,967,188	121,507	121,507
Car, truck, or van -- drove alone	107,460,210	76.30%	3,067,222	77.30%	88,937	73.20%
Car, truck, or van -- carpooled	13,675,867	9.70%	393,282	9.90%	11,888	9.80%
Public transportation (excluding taxicab)	7,053,456	5.00%	174,525	4.40%	5,441	4.50%
Walked	3,969,058	2.80%	87,938	2.20%	3,799	3.10%
Other means	2,560,426	1.80%	56,471	1.40%	1,810	1.50%
Worked at home	6,143,943	4.40%	187,750	4.70%	9,632	7.90%
Mean travel time to work (minutes)	25.7	(X)	27.9	(X)	22.7	(X)
<b>OCCUPATION</b>						
Civilian employed population 16 years and over	142,921,687	142,921,687	3,938,818	3,938,818	100,260	100,260
Management, business, science, and arts occupations	51,543,472	36.10%	1,651,987	41.90%	30,890	30.80%
Service occupations	26,183,178	18.30%	666,650	16.90%	20,634	20.60%
Sales and office occupations	34,949,741	24.50%	908,337	23.10%	26,061	26.00%
Natural resources, construction, and maintenance occupations	12,851,881	9.00%	335,817	8.50%	11,000	11.00%
Production, transportation, and material moving occupations	17,393,415	12.20%	376,027	9.50%	11,675	11.60%
<b>INDUSTRY</b>						
Civilian employed population 16 years and over	142,921,687	142,921,687	3,938,818	3,938,818	100,260	100,260
Agriculture, forestry, fishing and hunting, and mining	2,830,729	2.00%	40,625	1.00%	216	0.20%
Construction	8,802,312	6.20%	260,253	6.60%	7,141	7.10%
Manufacturing	14,988,864	10.50%	290,329	7.40%	7,734	7.70%
Wholesale trade	3,785,841	2.60%	69,122	1.80%	970	1.00%
Retail trade	16,639,780	11.60%	436,190	11.10%	13,560	13.50%
Transportation and warehousing, and utilities	7,020,960	4.90%	155,372	3.90%	4,220	4.20%
Information	2,975,482	2.10%	80,757	2.10%	1,495	1.50%
Finance and insurance, and real estate and rental and leasing	9,414,894	6.60%	249,646	6.30%	5,461	5.40%
Professional, scientific, and management, and administrative and waste management services	15,591,744	10.90%	584,659	14.80%	11,220	11.20%
Educational services, and health care and social assistance	33,113,097	23.20%	843,045	21.40%	22,608	22.50%
Arts, entertainment, and recreation, and accommodation and food services	13,697,912	9.60%	349,191	8.90%	10,376	10.30%

Subject	United States		Virginia		Norfolk	
	Estimate	Percent	Estimate	Percent	Estimate	Percent
Other services, except public administration	7,118,937	5.00%	213,983	5.40%	5,390	5.40%
Public administration	6,941,135	4.90%	365,646	9.30%	9,869	9.80%
<b>CLASS OF WORKER</b>						
Civilian employed population 16 years and over	142,921,687	142,921,687	3,938,818	3,938,818	100,260	100,260
Private wage and salary workers	113,197,324	79.20%	2,921,835	74.20%	71,615	71.40%
Government workers	20,742,455	14.50%	805,644	20.50%	25,025	25.00%
Self-employed in own not incorporated business workers	8,760,153	6.10%	206,471	5.20%	3,620	3.60%
Unpaid family workers	221,755	0.20%	4,868	0.10%	0	0.00%
<b>INCOME AND BENEFITS (IN 2012 INFLATION-ADJUSTED DOLLARS)</b>						
Total households	115,969,540	115,969,540	3,038,967	3,038,967	86,347	86,347
Less than \$10,000	8,885,815	7.70%	183,865	6.10%	9,531	11.00%
\$10,000 to \$14,999	6,550,068	5.60%	129,742	4.30%	5,082	5.90%
\$15,000 to \$24,999	12,889,311	11.10%	272,133	9.00%	9,964	11.50%
\$25,000 to \$34,999	12,033,359	10.40%	267,098	8.80%	10,609	12.30%
\$35,000 to \$49,999	15,971,542	13.80%	383,555	12.60%	13,723	15.90%
\$50,000 to \$74,999	20,866,034	18.00%	542,848	17.90%	16,738	19.40%
\$75,000 to \$99,999	13,779,990	11.90%	383,179	12.60%	7,336	8.50%
\$100,000 to \$149,999	14,366,700	12.40%	453,162	14.90%	7,987	9.20%
\$150,000 to \$199,999	5,345,408	4.60%	207,476	6.80%	2,676	3.10%
\$200,000 or more	5,281,313	4.60%	215,909	7.10%	2,701	3.10%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates

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# CITY OF NORFOLK, VA

## Poverty

# AMERICAN COMMUNITY SURVEY 2012 POVERTY RATE ESTIMATES FOR NORFOLK

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Data used in the following charts and tables are based on the 2012 American Community Survey (ACS) Estimates. Total population from the ACS differs from the 2010 Census in that the ACS numbers are estimates and represent a sample of the total population. The 2010 census is an actual count of the total population and does not annually analyze poverty in detail as compared to the ACS.

The Census Bureau uses a dollar threshold that varies by family size and composition to determine poverty. Individuals and families that fall below the threshold are considered to be in poverty.

The poverty thresholds are revised **annually** to allow for changes in the cost of living as reflected in the Consumer Price Index for All Urban Consumers (CPI-U). The poverty thresholds are the same for all parts of the country; they are not adjusted for regional, state, or local variations in the cost of living.

The income of people living in a household who are unrelated to the householder is not considered when determining the poverty status of a household, nor does their presence affect the family size in determining the appropriate threshold.

The ACS determined poverty status was for all people except institutionalized people, people in military group quarters, people in college dormitories, and unrelated individuals under 15 years old.

## Poverty Threshold

- Individual Living Alone - **\$11,720**
- Family of Two (husband and wife) - **\$15,450**
- Family of Four (husband, wife and two children) - **\$23,283**

## United States Statistics

- Individuals Below Poverty Level - 48,760,123 Individuals or 15.9 percent
- Married–Couple Families Below Poverty Level – 3,233,758 families or 5.8 percent
- Families of Four Below Poverty Level – 1,193,178 families or 6.5 percent

## Virginia Statistics

- Individuals Below Poverty Level – 931,805 Individuals of 11.7 percent
- Married–Couple Families Below Poverty Level – 58,565 families or 3.8 percent
- Families of Four Below Poverty Level – 22,245 families or 4.1 percent

## Norfolk Statistics

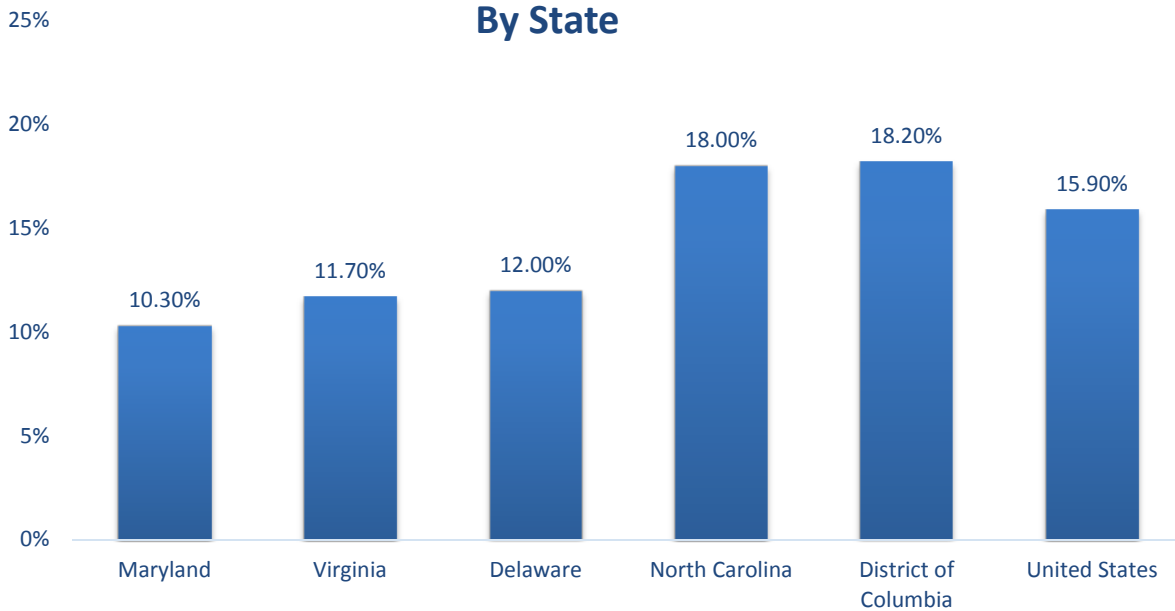
- Individuals Below Poverty Level – 46,820 Individuals or 21.2 percent
- Married–Couple Families Below Poverty Level – 1,854 families or 5.9 percent
- Families of Four Below Poverty Level – 651 families or 5.8 percent

## National Poverty Threshold 2012

Size of family unit	Weighted Average Thresholds	Related children under 18 years								
		None	One	Two	Three	Four	Five	Six	Seven	Eight or More
One person (unrelated individual).....	11,720									
Under 65 years.....	11,945	11,945								
65 years and over.....	11,011	11,011								
Two people.....	14,937									
Householder under 65 years.....	15,450	15,374	15,825							
Householder 65 years and over.....	13,892	13,878	15,765							
Three people.....	18,284	17,959	18,480	18,498						
Four people.....	23,492	23,681	24,069	23,283	23,364					
Five people.....	27,827	28,558	28,974	28,087	27,400	26,981				
Six people.....	31,471	32,847	32,978	32,298	31,647	30,678	30,104			
Seven people.....	35,743	37,795	38,031	37,217	36,651	35,594	34,362	33,009		
Eight people.....	39,688	42,271	42,644	41,876	41,204	40,249	39,038	37,777	37,457	
Nine people or more.....	47,297	50,849	51,095	50,416	49,845	48,908	47,620	46,454	46,165	44,387
Source: U.S. Census Bureau.										

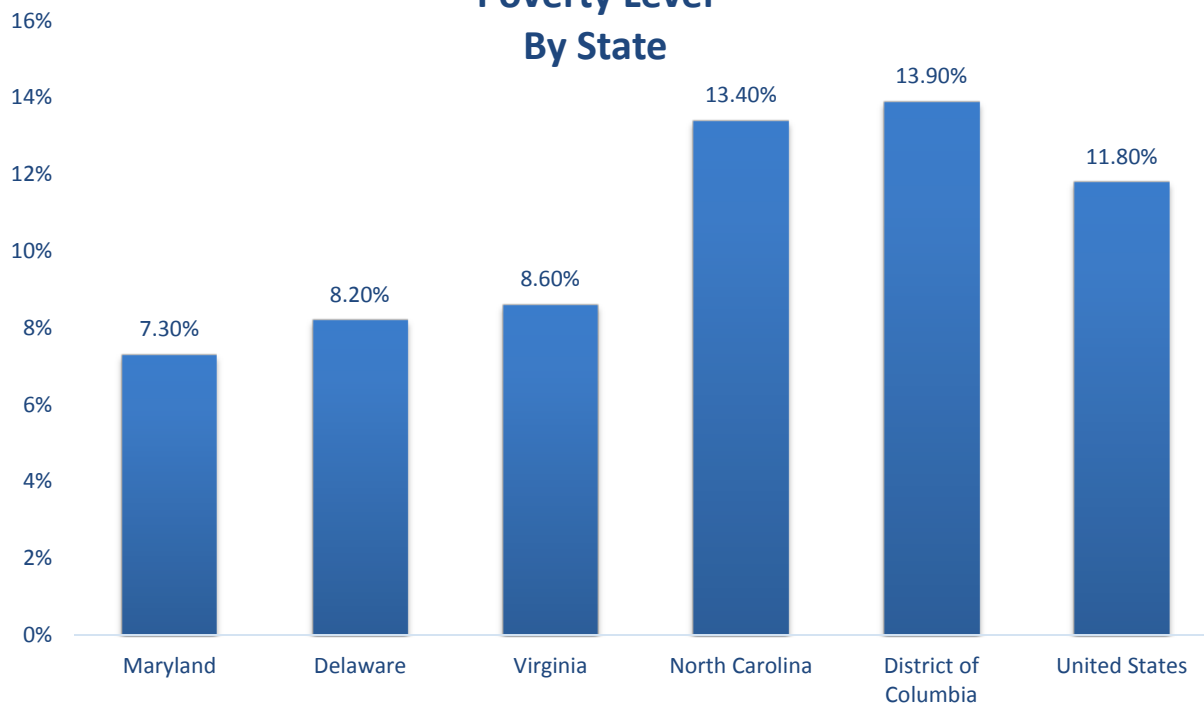
The poverty thresholds are revised annually to allow for changes in the cost of living as reflected in the Consumer Price Index for All Urban Consumers (CPI-U). The poverty thresholds are the same for all parts of the country; they are not adjusted for regional, state, or local variations in the cost of living.

## Percentage of Individuals Below Poverty Level By State



*Source: 2012 American Community Survey 1-Year Estimates*

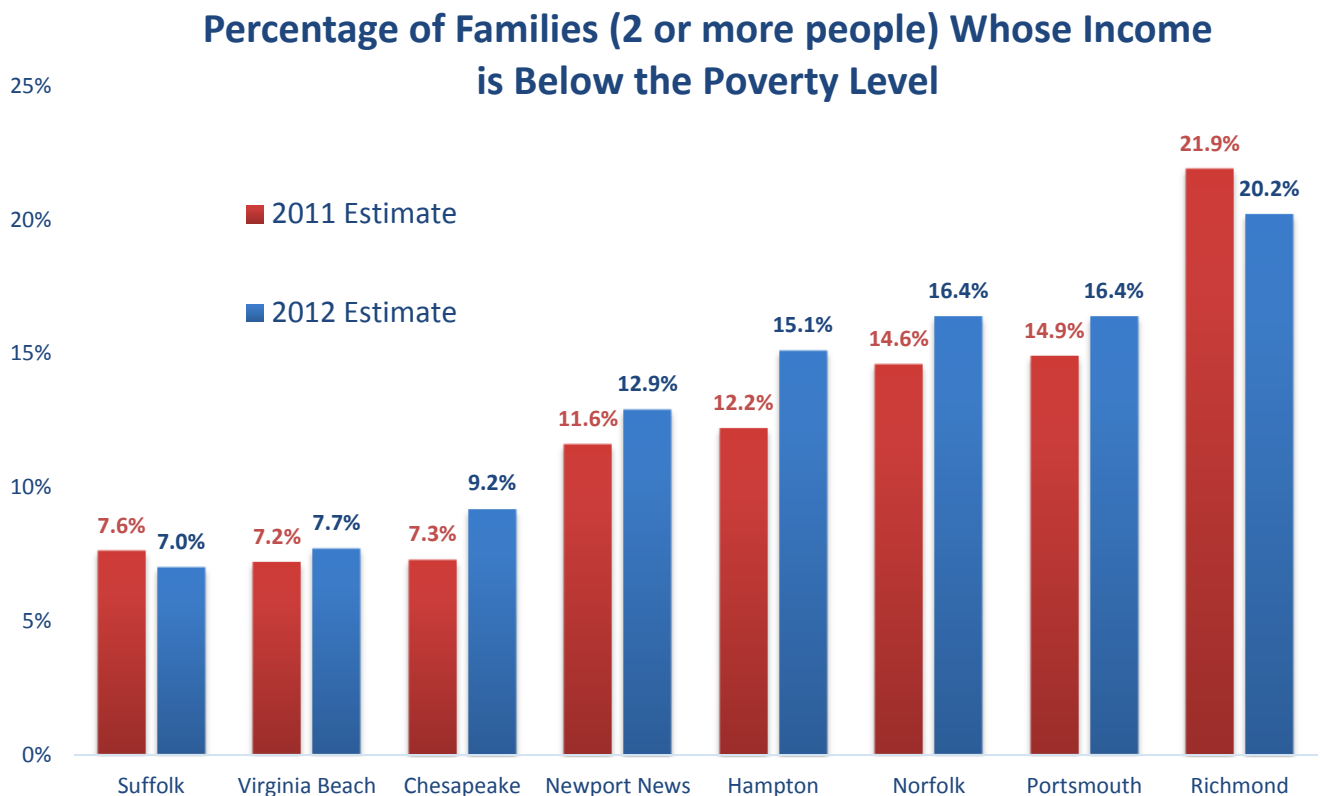
## Percentage of Families (two or more people) Below Poverty Level By State



*Source: 2012 American Community Survey 1-Year Estimates*

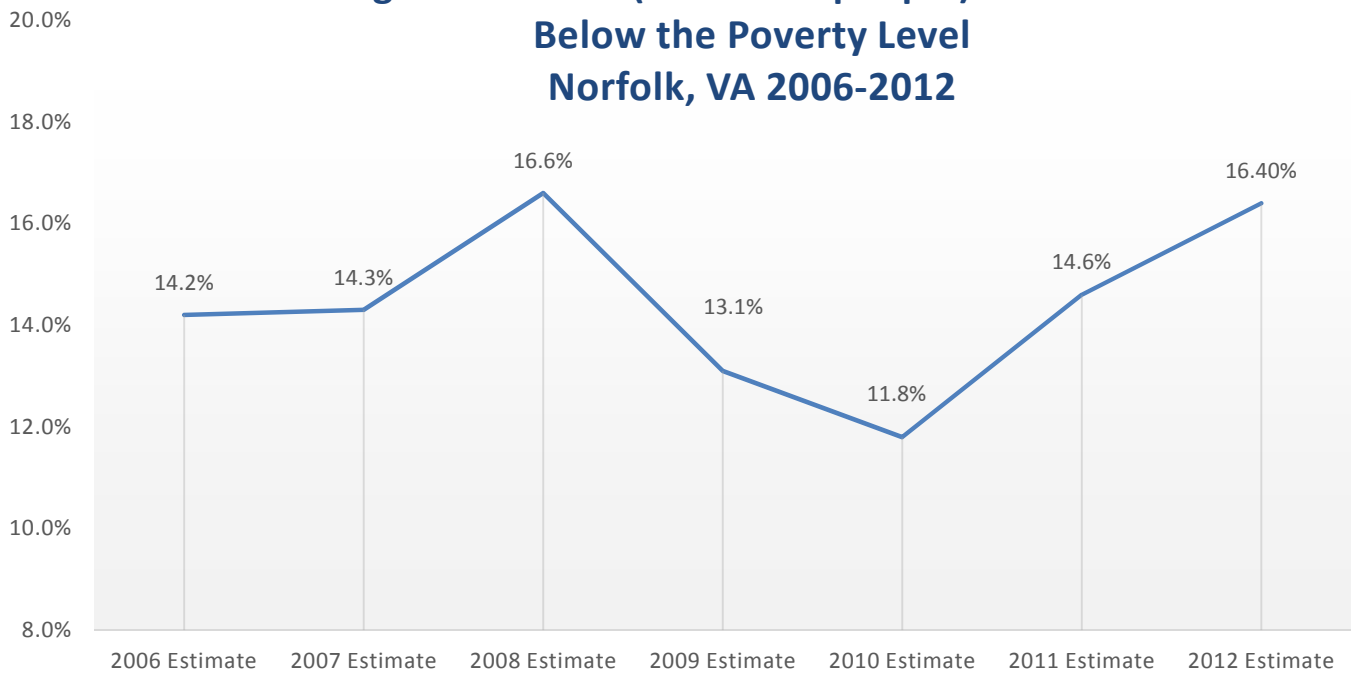
## Norfolk Statistics

- Norfolk's family poverty rate increased 1.8 percent from 14.6 percent in 2011 to 16.4 percent in 2012.
- Norfolk and Portsmouth have the highest poverty rates amongst the seven Hampton Roads cities at 16.4 percent of families whose income is below the poverty level.
- Norfolk has the 6<sup>th</sup> highest individual poverty rate of all the major cities and counties in the state and the 5<sup>th</sup> highest family (two or more people) poverty rate (see the tables in section appendix for detail).
- Norfolk's family poverty rate increased 4.6% between 2010 and 2012.



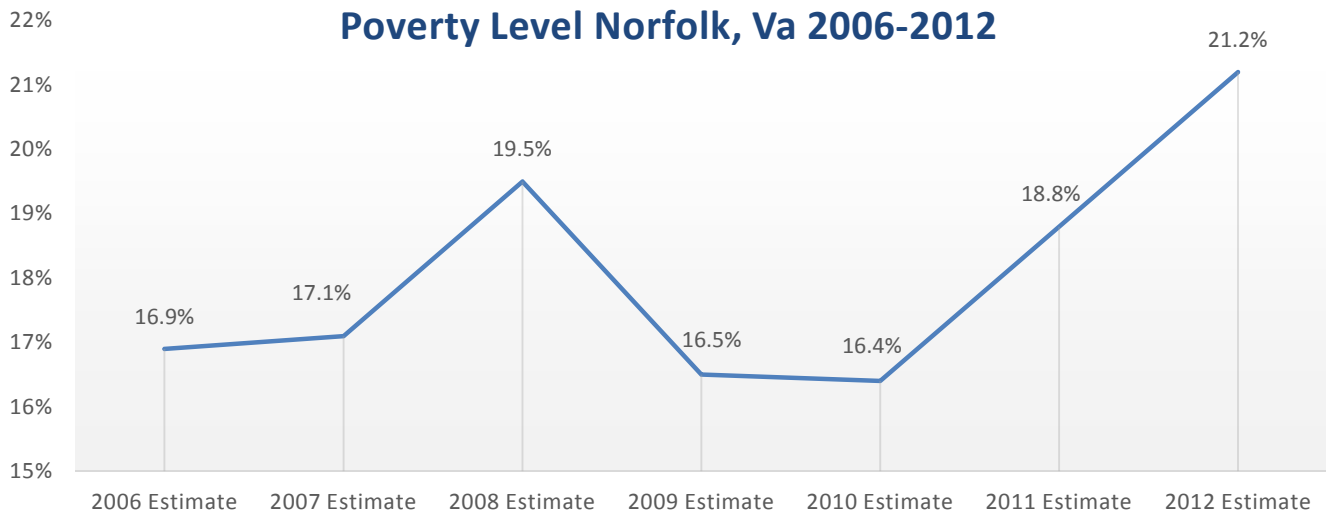
*Source: 2012 American Community Survey 1-Year Estimates*

### Percentage of Families (2 or more people) Whose Income is Below the Poverty Level Norfolk, VA 2006-2012



Source: 2012 American Community Survey 1-Year Estimates

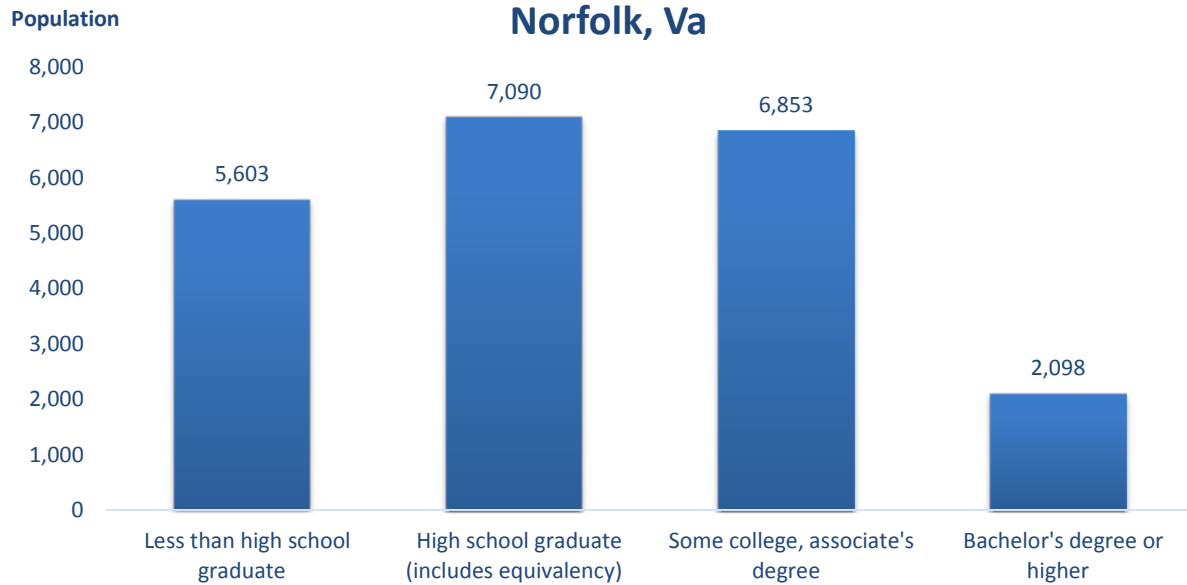
### Percentage of Individuals Whose Income is Below the Poverty Level Norfolk, Va 2006-2012



Source: 2012 American Community Survey 1-Year

- From 2010 to 2012 the individual population below the poverty level increased by 4.8 percent for a total of 46,820 individuals whose income is below the poverty level.

## Educational Attainment for the Population 25 Years and Over Living Below the Poverty Level Norfolk, Va



Source: 2012 American Community Survey 1-Year

## Appendix:

### 2012 American Community Survey **Family (2 or more people)** Poverty Data for the City of Norfolk as Compared Nationally

	Norfolk, Va		United States	
	All families		All families	
	Total	Percent below poverty level	Total	Percent below poverty level
Families	51,735	16.40%	76,509,262	11.80%
With related children under 18 years	28,139	22.20%	37,078,986	18.80%
RACE AND HISPANIC OR LATINO ORIGIN				
Families with a householder who is--				
One race	N	N	75,175,612	11.70%
White	25,876	7.60%	59,153,636	9.10%
Black or African American	21,626	26.70%	8,763,279	24.20%
American Indian and Alaska Native	N	N	558,805	24.10%
Asian	1,630	17.50%	3,587,846	9.80%
Native Hawaiian and Other Pacific Islander	N	N	110,890	18.30%
Some other race	N	N	3,001,156	26.00%
Two or more races	N	N	1,333,650	18.00%
Hispanic or Latino origin (of any race)	N	N	10,792,909	23.10%
White alone, not Hispanic or Latino	24,612	7.80%	51,939,578	7.40%
Householder worked	39,031	12.70%	55,458,926	8.60%
Householder worked full-time, year-round in the past 12 months	27,717	5.10%	39,928,308	4.00%
Householder 65 years and over	7,489	3.70%	14,353,616	5.30%
Family received --				
Supplemental Security Income (SSI) and/or cash public assistance income in the past 12 months	4,736	29.20%	5,808,977	32.80%
Social security income in the past 12 months	11,016	11.40%	20,307,102	7.10%
EDUCATIONAL ATTAINMENT OF HOUSEHOLDER				
Less than high school graduate	5,741	32.70%	9,074,768	29.80%
High school graduate (includes equivalency)	12,179	22.70%	19,338,895	14.60%
Some college, associate's degree	20,120	15.60%	23,955,679	11.50%
Bachelor's degree or higher	13,695	5.10%	24,139,920	3.20%
NUMBER OF RELATED CHILDREN UNDER 18 YEARS				
No child	23,596	9.50%	39,430,276	5.30%
1 or 2 children	22,013	20.30%	29,293,337	15.80%
3 or 4 children	5,228	28.70%	7,071,211	28.30%
5 or more children	898	30.60%	714,438	46.30%
NUMBER OF PEOPLE IN FAMILY				
2 people	23,653	12.90%	35,267,131	8.90%
3 or 4 people	20,683	20.30%	31,037,436	12.60%
5 or 6 people	6,263	18.20%	8,746,781	18.20%
7 or more people	1,136	8.50%	1,457,914	26.60%
NUMBER OF WORKERS IN FAMILY				
No workers	7,153	38.60%	11,522,421	27.20%
1 worker	19,811	23.80%	25,699,207	18.00%
2 workers	20,432	4.70%	31,288,568	3.60%
3 or more workers	4,339	1.20%	7,999,066	2.10%



**2012 American Community Survey Individual Poverty Data for the City of Norfolk as  
Compared Nationally**

Subject	Norfolk city, Virginia			United States		
	Total	Below poverty level	Percent below poverty level	Total	Below poverty level	Percent below poverty level
Population for whom poverty status is determined	220,459	46,820	21.20%	306,086,063	48,760,123	15.90%
AGE						
Under 18 years	50,137	13,687	27.30%	72,605,436	16,396,863	22.60%
Related children under 18 years	50,097	13,647	27.20%	72,287,138	16,101,507	22.30%
18 to 64 years	147,559	30,452	20.60%	191,640,799	28,394,381	14.80%
65 years and over	22,763	2,681	11.80%	41,839,828	3,968,879	9.50%
SEX						
Male	110,139	22,489	20.40%	149,759,499	21,910,739	14.60%
Female	110,320	24,331	22.10%	156,326,564	26,849,384	17.20%
RACE AND HISPANIC OR LATINO ORIGIN						
One race	N	N	N	297,310,087	46,941,071	15.80%
White	104,251	14,968	14.40%	226,850,443	29,493,814	13.00%
Black or African American	94,475	27,423	29.00%	37,929,756	10,665,149	28.10%
American Indian and Alaska Native	N	N	N	2,481,880	723,169	29.10%
Asian	6,366	1,436	22.60%	15,249,305	1,981,423	13.00%
Native Hawaiian and Other Pacific Islander	N	N	N	529,272	112,822	21.30%
Some other race	N	N	N	14,269,431	3,964,694	27.80%
Two or more races	9,461	1,259	13.30%	8,775,976	1,819,052	20.70%
Hispanic or Latino origin (of any race)	14,149	3,482	24.60%	51,885,466	13,157,055	25.40%
White alone, not Hispanic or Latino	97,097	13,584	14.00%	192,768,350	21,214,986	11.00%
EDUCATIONAL ATTAINMENT						
Population 25 years and over	141,147	21,644	15.30%	205,175,169	25,087,780	12.20%
Less than high school graduate	18,060	5,603	31.00%	27,362,602	7,672,024	28.00%
High school graduate (includes equivalency)	37,263	7,090	19.00%	57,139,231	8,195,271	14.30%
Some college, associate's degree	47,963	6,853	14.30%	60,212,178	6,493,555	10.80%
Bachelor's degree or higher	37,861	2,098	5.50%	60,461,158	2,726,930	4.50%
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	112,323	17,393	15.50%	156,723,741	15,424,424	9.80%
Employed	97,891	11,191	11.40%	142,107,683	10,552,413	7.40%
Male	50,126	5,035	10.00%	74,609,561	4,809,449	6.40%
Female	47,765	6,156	12.90%	67,498,122	5,742,964	8.50%
Unemployed	14,432	6,202	43.00%	14,616,058	4,872,011	33.30%

Subject	Norfolk city, Virginia			United States		
	Total	Below poverty level	Percent below poverty level	Total	Below poverty level	Percent below poverty level
Male	7,629	3,144	41.20%	7,870,513	2,406,210	30.60%
Female	6,803	3,058	45.00%	6,745,545	2,465,801	36.60%
WORK EXPERIENCE						
Population 16 years and over	174,822	34,229	19.60%	241,771,737	33,943,517	14.00%
Worked full-time, year-round in the past 12 months	76,065	3,411	4.50%	99,548,644	3,015,213	3.00%
Worked part-time or part-year in the past 12 months	42,445	11,440	27.00%	58,853,803	11,038,813	18.80%
Did not work	56,312	19,378	34.40%	83,369,290	19,889,491	23.90%
All Individuals below:						
50 percent of poverty level	23,086	(X)	(X)	21,535,923	(X)	(X)
125 percent of poverty level	61,683	(X)	(X)	63,569,291	(X)	(X)
150 percent of poverty level	73,740	(X)	(X)	78,708,572	(X)	(X)
185 percent of poverty level	94,207	(X)	(X)	99,174,021	(X)	(X)
200 percent of poverty level	99,030	(X)	(X)	107,466,789	(X)	(X)
Unrelated individuals for whom poverty status is determined	54,875	17,788	32.40%	57,645,721	15,417,287	26.70%
Male	30,459	10,352	34.00%	28,267,693	6,987,456	24.70%
Female	24,416	7,436	30.50%	29,378,028	8,429,831	28.70%
Mean income deficit for unrelated individuals (dollars)	7,017	(X)	(X)	6,731	(X)	(X)
Worked full-time, year-round in the past 12 months	24,480	1,357	5.50%	23,667,447	746,890	3.20%
Worked less than full-time, year-round in the past 12 months	13,320	6,114	45.90%	13,587,109	5,463,183	40.20%
Did not work	17,075	10,317	60.40%	20,391,165	9,207,214	45.20%

**2012 American Community Survey Family (2 or more people) Poverty Data for  
Hampton Roads and Richmond**

Subject	Chesapeake	Hampton	Newport News	Norfolk	Portsmouth	Richmond	Suffolk	Virginia Beach
	All families							
	Percent below poverty level							
Families	9.2%	15.1%	12.9%	16.4%	16.4%	20.2%	7.0%	7.7%
With related children under 18 years	13.7%	25.7%	23.7%	22.2%	28.4%	31.4%	11.9%	13.1%
RACE AND HISPANIC OR LATINO ORIGIN								
Families with a householder who is--								
One race	N	N	N	N	N	N	N	N
White	6.6%	6.8%	9.6%	7.6%	8.0%	6.0%	2.3%	5.8%
Black or African American	16.3%	23.8%	17.3%	26.7%	24.2%	30.7%	13.0%	10.7%
American Indian and Alaska Native	N	N	N	N	N	N	N	N
Asian	N	N	N	17.5%	N	N	N	10.1%
Native Hawaiian and Other Pacific Islander	N	N	N	N	N	N	N	N
Some other race	N	N	N	N	N	N	N	N
Two or more races	N	N	N	N	N	N	N	21.7%
Hispanic or Latino origin (of any race)	N	N	24.6%	N	N	34.2%	N	29.0%
White alone, not Hispanic or Latino	6.0%	6.4%	7.6%	7.8%	6.7%	3.3%	2.4%	4.4%
Householder worked	6.4%	9.8%	9.1%	12.7%	13.9%	13.1%	5.5%	5.0%
Householder worked full-time, year-round in the past 12 months	2.6%	3.8%	2.7%	5.1%	3.0%	4.3%	0.9%	2.0%
Householder 65 years and over	2.4%	6.4%	1.5%	3.7%	8.5%	9.3%	2.8%	2.9%
Family received --								
Supplemental Security Income (SSI) and/or cash public assistance income in the past 12 months	26.9%	34.7%	31.9%	29.2%	36.3%	52.1%	29.0%	16.4%
Social security income in the past 12 months	3.4%	4.6%	7.2%	11.4%	9.5%	15.1%	4.7%	3.3%
EDUCATIONAL ATTAINMENT OF HOUSEHOLDER								
Less than high school graduate	29.1%	39.4%	23.5%	32.7%	31.7%	49.6%	13.1%	17.2%
High school graduate (includes equivalency)	16.3%	21.5%	23.5%	22.7%	17.7%	31.8%	8.9%	11.3%
Some college, associate's degree	5.6%	12.8%	10.0%	15.6%	17.2%	15.0%	8.3%	8.8%
Bachelor's degree or higher	3.1%	0.0%	2.0%	5.1%	3.6%	1.8%	0.0%	3.2%
NUMBER OF RELATED CHILDREN UNDER 18 YEARS								

Subject	Chesapeake	Hampton	Newport News	Norfolk	Portsmouth	Richmond	Suffolk	Virginia Beach
	All families							
	Percent below poverty level							
No child	4.7%	5.1%	2.1%	9.5%	4.2%	8.5%	2.3%	2.5%
1 or 2 children	11.1%	21.7%	20.6%	20.3%	27.4%	27.6%	9.3%	10.9%
3 or 4 children	30.7%	37.8%	39.2%	28.7%	29.3%	49.0%	17.5%	23.5%
5 or more children	0.0%	62.6%	61.2%	30.6%	58.4%	58.7%	85.2%	19.7%
NUMBER OF PEOPLE IN FAMILY								
2 people	7.0%	10.7%	10.6%	12.9%	11.1%	13.0%	4.4%	4.8%
3 or 4 people	10.2%	19.7%	14.1%	20.3%	19.3%	24.3%	6.8%	10.5%
5 or 6 people	14.1%	17.0%	21.0%	18.2%	35.0%	41.6%	14.3%	7.9%
7 or more people	8.8%	20.5%	12.9%	8.5%	29.1%	46.1%	33.5%	10.6%
NUMBER OF WORKERS IN FAMILY								
No workers	25.4%	35.2%	34.1%	38.6%	36.5%	50.8%	20.8%	28.9%
1 worker	16.8%	22.3%	20.7%	23.8%	20.9%	25.1%	10.3%	10.3%
2 workers	2.3%	2.6%	2.3%	4.7%	3.1%	4.8%	0.9%	2.2%
3 or more workers	0.0%	0.9%	0.6%	1.2%	3.0%	2.7%	6.1%	0.5%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates

# CITY OF NORFOLK, VA

## Compensation

# BUREAU OF ECONOMIC ANALYSIS (BEA)

## COMPENSATION BY INDUSTRY

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*The Bureau of Economic Analysis has eliminated average compensation per job data due to the effect of sequestration. Total average compensation per job from 2011 has been used in the following pages, all other statistics utilize 2012 data.*

### United States Statistics

- 2012 total compensation of employees (thousands of dollars): \$8,595,214,000
- 2012 total average compensation per job (Average compensation per job is Compensation of employees, divided by the number of Wage and salary jobs.): \$61,648
- There was a 2.4 percent increase in the average compensation per job from 2011-2012.

### Virginia Statistics

- 2012 total compensation of employees (thousands of dollars): \$257,381,474
- 2012 total average compensation per job (Average compensation per job is Compensation of employees, divided by the number of Wage and salary jobs.): \$65,481
- There was a 1.9 percent increase in the average compensation per job from 2011 to 2012.

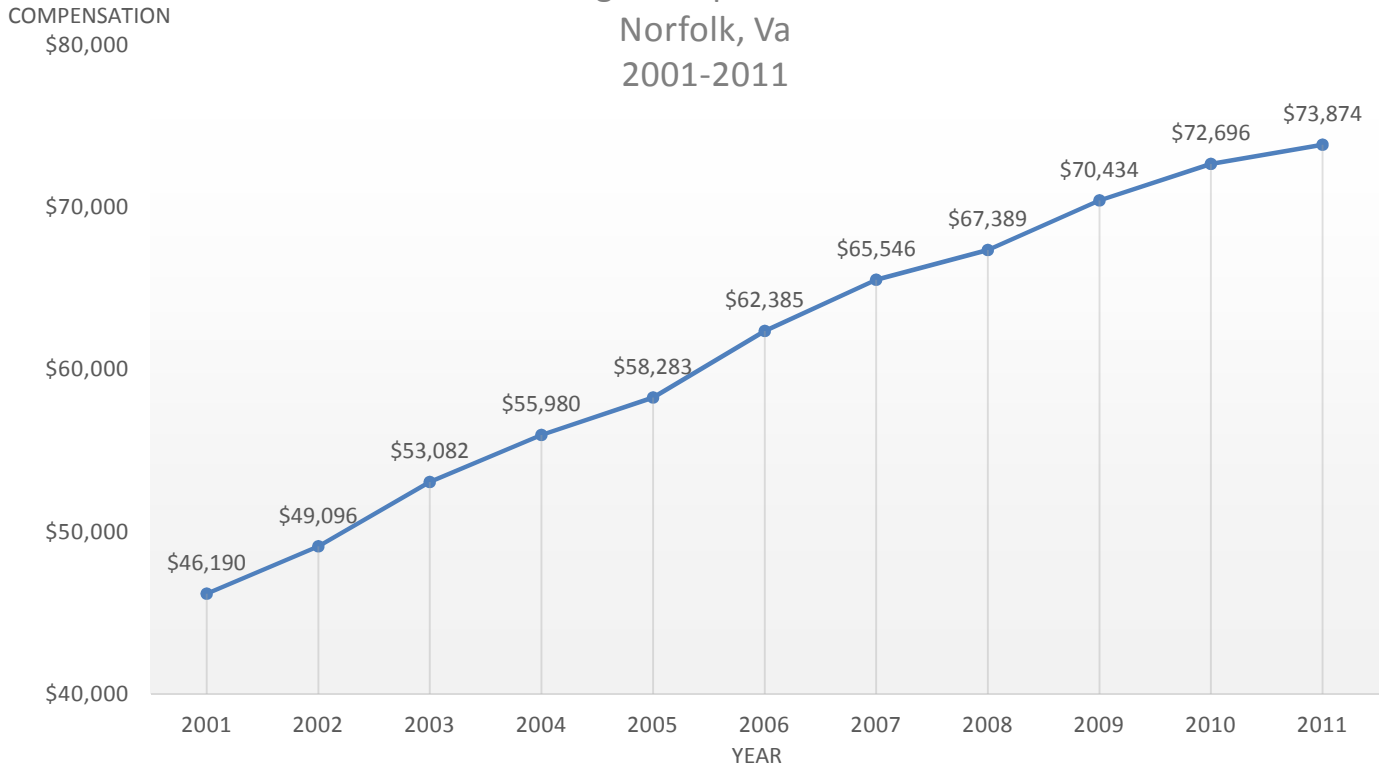
### Norfolk Statistics

- 2012 total compensation of employees (thousands of dollars): \$13,153,806
- 2011 total average compensation per job (Average compensation per job is Compensation of employees, divided by the number of Wage and salary jobs.): \$73,874
- There was a 1.8 percent increase in the average compensation per job from 2010 to 2011.
- 2012 Total Compensation Leading Industries (thousands of dollars)
  - Military: \$4,100,393
  - Federal Government, civilian: \$1,684,607
  - Health care and social assistance: \$1,232,254
  - State and Local Government: \$1,199,598
  - Transportation and warehousing: \$795,894

### Regional Statistics (Virginia Beach-Norfolk-Newport News, VA-NC, Metropolitan Statistical Area)

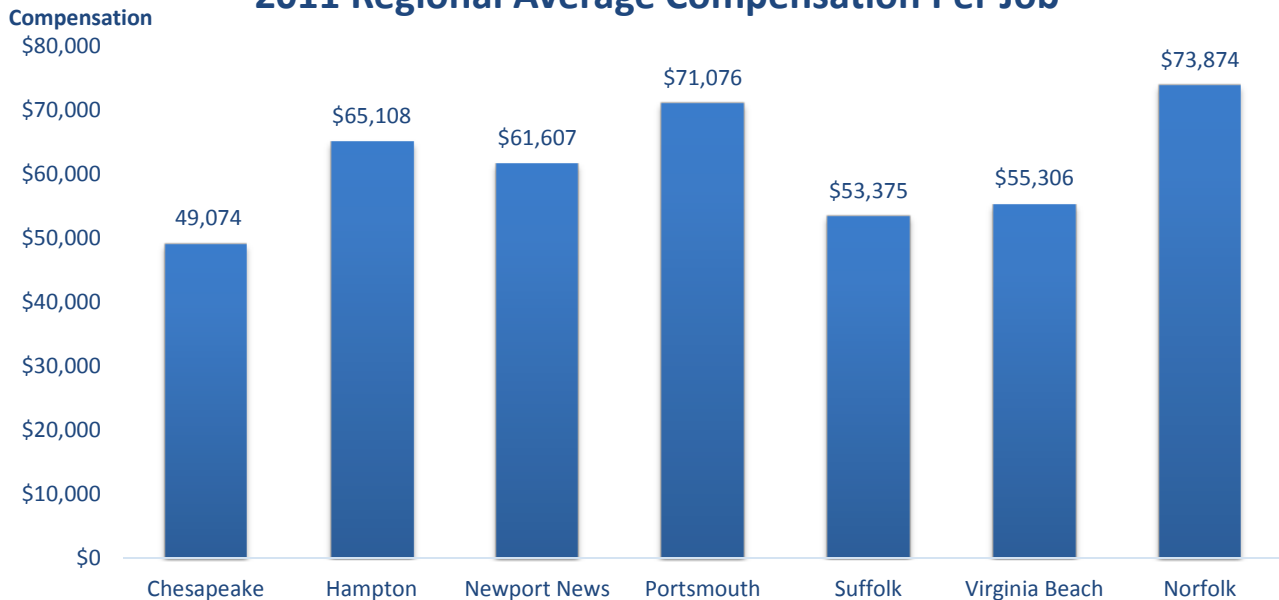
- 2012 total compensation of employees (thousands of dollars): \$49,104,614
- 2011 total average compensation per job (total compensation / number of full time employees, dollars): \$60,175
- There was a 2.7 percent increase in the average compensation per job from 2010-2011.

## Total Average Compensation Per Job Norfolk, Va 2001-2011



Source: US Bureau of Economic Analysis, Compensation of employees by NAICS industry  
Average compensation per job is compensation of employees received divided by total full-time and part-time wage and salary employment.

## 2011 Regional Average Compensation Per Job



Source: US Bureau of Economic Analysis, Compensation of employees by NAICS industry  
Average compensation per job is compensation of employees received divided by total full-time and part-time wage and salary employment.

## Appendix:

Norfolk Compensation of Employees as a Percentage of the State of Virginia											
Description	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total compensation of employees (thousands of dollars)											
Compensation of employees <sup>1</sup>	5.81	5.96	5.75	5.56	5.61	5.53	5.44	5.4	5.3	5.24	5.11
Compensation of employees by industry											
Forestry, fishing, and related activities	0	0	(D)	(D)	(D)	(D)	(D)	(D)	(D)	(D)	(D)
Mining	0	0	0	0	(D)	0	(D)	(D)	(D)	0	0
Utilities	(D)	(D)	(D)	(D)	(D)	(D)	(D)	(D)	(D)	(D)	(D)
Construction	(D)	(D)	(D)	(D)	(D)	2.53	2.56	2.59	2.44	2.32	2.32
Manufacturing	3.55	3.9	3.87	3.66	3.17	3.74	2.64	2.81	2.69	2.64	2.72
Durable goods manufacturing	5.34	6.01	5.94	5.52	4.46	5.34	3.53	3.82	3.68	3.55	3.65
Nondurable goods manufacturing	1.2	1.15	1.04	1.04	1.27	1.28	1.31	1.32	1.27	1.23	1.25
Wholesale trade	(D)	(D)	(D)	(D)	(D)	(D)	(D)	(D)	(D)	(D)	(D)
Retail trade	3.13	3.09	3.06	3.04	3	3.08	3.02	2.96	2.88	2.86	2.76
Transportation and warehousing	10.77	10.94	10.49	11.53	11.68	11.89	12.51	11.64	11.52	11.74	12.17
Information	2.69	2.63	2.36	2.54	2.84	3	3.4	3.28	2.47	(D)	2.83
Finance and insurance	4.25	4.25	4.09	3.97	3.82	3.88	4.31	4.23	3.78	3.9	3.57
Real estate and rental and leasing	3.67	3.66	3.55	3.59	3.66	3.76	3.6	3.69	3.7	3.74	3.49
Professional, scientific, and technical services	2.06	2.04	2.01	1.85	1.88	1.88	1.88	1.89	1.79	1.73	1.66
Management of companies and enterprises	4.28	3.98	2.89	2.78	2.51	2.2	2.5	2.53	2.14	1.91	1.83
Administrative and waste management services	3.53	4.91	3.98	3.74	3.71	3.58	3.59	3.5	3.33	3.88	4.12
Educational services	7.42	7.39	6.88	6.76	6.64	6.42	6.4	6.45	6.31	6.36	6.29
Health care and social assistance	6.16	6.45	6.06	5.89	5.97	5.89	5.67	5.42	5.48	5.58	5.57
Arts, entertainment, and recreation	3.12	3.2	3.21	3.13	3.09	2.85	3.06	3.54	3.34	2.99	2.94
Accommodation and food services	3.56	3.56	3.54	3.25	3.14	3.1	3.1	3.11	3.1	3.16	3.13
Other services, except public administration	2.66	2.6	2.56	2.49	2.43	2.35	2.28	2.35	2.42	2.45	2.53
Government and government enterprises	11.82	12.06	11.85	11.5	11.91	11.38	11.06	10.76	10.65	10.52	10.15
Federal, civilian	8.06	7.54	6.92	6.7	6.72	6.5	6.95	7.13	7.13	7.21	7.24
Military	35.68	35.88	36.36	34.9	36.65	35.48	33.68	32.47	31.93	32.14	30.93
State and local	4.09	4.04	4.01	4.01	3.94	3.89	3.81	3.78	3.8	3.77	3.71
State government	4.22	4.22	4.24	4.32	4.47	4.48	4.53	4.48	4.56	4.61	4.65
Local government	4.03	3.96	3.91	3.88	3.72	3.64	3.51	3.48	3.47	3.39	3.29

<sup>1</sup> The estimates of compensation for 2001-2006 are based on the 2002 North American Industry Classification System (NAICS). The estimates for 2007 forward are based on the 2007 NAICS.

(D) Not shown to avoid disclosure of confidential information, but the estimates for this item are included in the total.

(NA) Data not available for this year.



## 2011 Regional Compensation by Industry (thousands of dollars)

	Chesapeake	Hampton	Newport News	Portsmouth	Suffolk	Virginia Beach	Norfolk
Total compensation of employees (thousands of dollars)							
Compensation of employees <sup>1</sup>	\$5,012,529	\$4,288,243	\$6,634,524	\$3,650,531	\$1,430,818	\$10,707,571	\$14,301,306
Wages and salaries	\$4,053,849	\$3,096,179	\$5,058,767	\$2,556,804	\$1,130,698	\$8,099,740	\$9,955,348
Supplements to wages and salaries	\$958,680	\$1,192,064	\$1,575,757	\$1,093,727	\$300,120	\$2,607,831	\$4,345,958
Employer contributions for employee pension and insurance funds	\$660,507	\$941,465	\$1,194,872	\$884,200	\$216,560	\$1,985,978	\$3,517,844
Employer contributions for government social insurance	\$298,173	\$250,599	\$380,885	\$209,527	\$83,560	\$621,853	\$828,114
Average compensation per job (dollars) <sup>2</sup>	49,074	\$65,108	\$61,607	\$71,076	\$53,375	\$55,306	\$73,874
Compensation of employees by industry							
Farm compensation	\$6,001	\$0	\$0	\$0	\$10,855	\$1,755	\$0
Nonfarm compensation	\$5,006,528	\$4,288,243	\$6,634,524	\$3,650,531	\$1,419,963	\$10,705,816	\$14,301,306
Private nonfarm compensation	\$3,943,092	\$1,942,775	\$4,629,187	\$1,278,190	\$984,221	\$6,803,088	\$6,052,246
Forestry, fishing, and related activities	\$684	\$108	(D)	\$0	(D)	\$761	(D)
Forestry and logging	\$0	\$0	\$0	\$0	(D)	\$0	\$0
Fishing, hunting, and trapping	(D)	\$108	(D)	\$0	(D)	(D)	(D)
Agriculture and forestry support activities	(D)	\$0	\$0	\$0	(D)	(D)	\$0
Mining	\$2,767	\$0	(D)	\$0	(D)	\$555	\$0
Oil and gas extraction	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Mining (except oil and gas)	(D)	\$0	(D)	\$0	(D)	(D)	\$0
Support activities for mining	(D)	\$0	\$0	\$0	\$0	(D)	\$0
Utilities	\$16,586	(D)	(D)	(D)	(D)	(D)	(D)
Construction	\$502,642	\$121,667	\$184,607	\$127,940	\$45,886	\$504,462	\$258,188
Construction of buildings	\$68,299	\$13,212	\$45,897	\$22,967	\$12,054	\$150,401	\$59,019
Heavy and civil engineering construction	\$138,503	\$11,004	\$15,543	\$22,485	\$7,144	\$63,297	\$39,488
Specialty trade contractors	\$295,840	\$97,451	\$123,167	\$82,488	\$26,688	\$290,764	\$159,681
Manufacturing	\$307,627	\$153,068	\$1,954,840	\$132,614	\$154,286	\$330,766	\$420,345
Durable goods manufacturing	\$262,671	\$143,386	(D)	\$94,069	\$26,895	\$283,421	\$342,859
Wood product manufacturing	\$5,821	(D)	(D)	(D)	\$667	\$588	\$0
Nonmetallic mineral product manufacturing	\$27,526	\$602	\$3,521	\$5,061	\$4,449	\$15,521	\$18,265
Primary metal manufacturing	\$0	(D)	\$0	\$2,146	(D)	(D)	\$0
Fabricated metal product manufacturing	\$24,947	\$30,946	\$14,457	\$23,271	\$5,123	\$10,783	\$32,563
Machinery manufacturing	\$63,257	\$10,585	\$46,300	(D)	\$7,590	\$143,482	\$14,477

## 2011 Regional Compensation by Industry (thousands of dollars)

	Chesapeake	Hampton	Newport News	Portsmouth	Suffolk	Virginia Beach	Norfolk
Computer and electronic product manufacturing	\$10,385	\$30,128	\$16,266	(D)	\$0	\$3,541	(D)
Electrical equipment and appliance manufacturing	(D)	\$0	\$3,193	\$0	\$0	\$18,552	(D)
Motor vehicles, bodies and trailers, and parts manufacturing	(D)	\$0	(D)	\$0	\$0	(D)	(D)
Other transportation equipment manufacturing	\$79,798	(D)	(D)	\$62,467	(D)	\$17,841	(D)
Furniture and related product manufacturing	\$7,559	\$614	\$4,397	\$637	(D)	\$5,296	\$11,769
Miscellaneous manufacturing	\$9,948	\$1,332	\$1,440	\$337	\$1,973	\$53,669	\$13,682
Nondurable goods manufacturing	\$44,956	\$9,682	(D)	\$38,545	\$127,391	\$47,345	\$77,486
Food manufacturing	(D)	(D)	\$32,626	\$25,210	\$91,703	\$6,532	\$15,667
Beverage and tobacco product manufacturing	\$0	(D)	(D)	\$0	(D)	(D)	(D)
Textile mills	(D)	\$0	\$0	\$0	\$0	(D)	(D)
Textile product mills	\$297	\$279	\$398	(D)	(D)	\$13,232	\$17,186
Apparel manufacturing	(D)	(D)	(D)	(D)	\$0	\$1,915	\$0
Leather and allied product manufacturing	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Paper manufacturing	(D)	\$0	\$6,216	\$0	(D)	(D)	\$0
Printing and related support activities	\$12,246	\$1,310	\$9,694	\$1,954	(D)	\$16,464	\$17,549
Petroleum and coal products manufacturing	(D)	\$0	\$0	\$0	\$0	\$0	\$0
Chemical manufacturing	\$14,329	\$5,109	(D)	\$8,857	(D)	\$1,861	\$11,738
Plastics and rubber products manufacturing	(D)	(D)	\$2,864	\$0	(D)	\$2,213	(D)
Wholesale trade	\$267,990	\$56,873	\$138,784	(D)	(D)	\$413,424	(D)
Retail trade	\$452,568	\$195,673	\$287,942	\$85,067	\$101,415	\$671,466	\$375,268
Motor vehicle and parts dealers	\$111,838	\$44,230	\$73,698	\$16,795	\$22,836	\$145,407	\$73,810
Furniture and home furnishings stores	\$15,738	\$4,856	\$11,735	\$3,436	\$1,833	\$29,626	\$16,512
Electronics and appliance stores	\$18,446	\$3,958	\$9,222	\$1,774	\$3,095	\$30,637	\$21,772
Building material and garden supply stores	\$40,782	\$15,030	\$19,028	\$7,159	\$7,679	\$40,537	\$30,365
Food and beverage stores	\$39,618	\$23,221	\$29,811	\$13,978	\$15,402	\$99,648	\$38,611
Health and personal care stores	\$26,147	\$17,848	\$31,651	\$13,476	\$8,574	\$54,778	\$34,552
Gasoline stations	\$18,658	\$10,610	\$12,018	\$7,249	\$5,242	\$40,488	\$20,403
Clothing and clothing accessories stores	\$20,005	\$9,028	\$18,085	\$2,860	\$1,104	\$43,630	\$26,606
Sporting goods, hobby, book and music stores	\$7,134	\$7,827	\$9,701	\$686	\$809	\$23,145	\$8,690
General merchandise stores	\$99,833	\$40,255	\$53,567	\$13,466	\$27,194	\$101,636	\$76,129
Miscellaneous store retailers	\$13,965	\$9,408	\$14,117	\$2,988	\$2,513	\$45,214	\$18,256
Nonstore retailers	\$40,404	\$9,402	\$5,309	\$1,200	\$5,134	\$16,720	\$9,562

## 2011 Regional Compensation by Industry (thousands of dollars)

	Chesapeake	Hampton	Newport News	Portsmouth	Suffolk	Virginia Beach	Norfolk
Transportation and warehousing	\$248,289	(D)	(D)	\$114,496	\$56,641	(D)	\$747,009
Air transportation	(D)	\$0	\$2,176	\$0	\$0	\$538	\$40,287
Rail transportation	\$8,987	\$1,223	\$7,026	\$4,847	\$2,775	\$918	\$120,631
Water transportation	(D)	\$0	\$0	\$7,756	(D)	\$1,427	\$234,995
Truck transportation	\$86,621	\$4,148	\$12,796	\$15,674	\$6,497	\$20,253	\$25,952
Transit and ground passenger transportation	\$912	(D)	\$188	(D)	\$457	\$5,090	\$32,894
Pipeline transportation	(D)	\$0	\$0	\$0	(D)	\$0	\$0
Scenic and sightseeing transportation	\$0	(D)	\$0	\$0	\$0	\$854	(D)
Support activities for transportation	\$69,316	\$23,449	\$30,017	\$80,358	\$3,528	\$17,429	\$249,395
Couriers and messengers	(D)	\$4,793	(D)	(D)	\$399	(D)	(D)
Warehousing and storage	\$75,650	(D)	\$4,271	\$5,171	\$42,571	\$10,255	\$18,812
Information	\$157,719	\$81,565	\$86,829	\$22,570	\$9,529	\$191,996	(D)
Publishing industries, except Internet	\$20,753	(D)	(D)	(D)	\$2,917	\$50,983	\$50,264
Motion picture and sound recording industries	\$4,319	\$11,755	(D)	(D)	(D)	\$20,265	(D)
Broadcasting, except Internet	(D)	(D)	(D)	\$13,460	\$0	\$76,969	\$40,022
Internet publishing and broadcasting <sup>3</sup>	(NA)	(NA)	(NA)	(NA)	(NA)	(NA)	(NA)
Telecommunications	\$18,611	\$66,601	\$50,052	(D)	\$5,461	\$20,939	\$34,224
ISPs, search portals, and data processing	(D)	\$574	\$1,710	(D)	(D)	\$20,312	\$41,566
Other information services <sup>3</sup>	\$5,071	(D)	\$4,884	(D)	(D)	\$2,528	(D)
Finance and insurance	\$157,333	\$48,186	\$116,346	\$28,163	\$23,951	\$765,038	\$473,690
Monetary authorities - central bank	\$0	\$0	\$0	(D)	\$0	\$0	(D)
Credit intermediation and related activities	\$109,413	\$19,616	\$60,225	\$17,190	\$11,841	\$200,214	\$191,240
Securities, commodity contracts, investments	(D)	(D)	\$19,784	(D)	(D)	(D)	\$130,677
Insurance carriers and related activities	\$42,720	\$26,205	\$36,337	\$10,052	\$7,707	\$422,228	\$150,870
Funds, trusts, and other financial vehicles	(D)	(D)	\$0	\$0	(D)	(D)	(D)
Real estate and rental and leasing	\$64,144	\$31,156	\$90,335	\$15,309	\$12,273	\$251,769	\$108,952
Real estate	(D)	\$25,759	\$78,859	\$9,961	\$9,455	\$181,749	\$87,261
Rental and leasing services	\$36,562	\$5,397	\$11,476	(D)	\$2,818	(D)	\$21,691
Lessors of nonfinancial intangible assets	(D)	\$0	\$0	(D)	\$0	(D)	\$0
Professional, scientific, and technical services	\$537,804	\$445,608	\$385,920	\$105,632	\$91,813	\$920,226	\$759,844
Management of companies and enterprises	\$142,208	\$22,571	\$168,025	\$9,055	\$27,431	\$198,334	\$178,761
Administrative and waste management services	\$323,017	\$82,936	\$246,998	\$119,959	\$36,814	\$394,539	\$352,599

## 2011 Regional Compensation by Industry (thousands of dollars)

	Chesapeake	Hampton	Newport News	Portsmouth	Suffolk	Virginia Beach	Norfolk
Administrative and support services	\$289,891	\$80,111	(D)	\$111,834	\$35,298	\$379,048	\$334,630
Waste management and remediation services	\$33,126	\$2,825	(D)	\$8,125	\$1,516	\$15,491	\$17,969
Educational services	\$26,031	\$123,112	\$44,511	\$4,660	\$9,735	\$174,106	\$207,928
Health care and social assistance	\$337,369	\$325,177	\$561,014	\$292,874	\$202,660	\$1,062,775	\$1,200,395
Ambulatory health care services	\$271,379	\$154,703	\$283,744	\$104,937	\$102,965	\$723,942	\$452,518
Hospitals	\$653	(D)	(D)	(D)	(D)	(D)	\$530,845
Nursing and residential care facilities	\$34,662	(D)	\$75,073	\$46,379	\$22,126	\$112,240	\$126,142
Social assistance	\$30,675	\$46,438	(D)	(D)	(D)	(D)	\$90,890
Arts, entertainment, and recreation	\$15,501	\$12,061	\$27,018	\$6,659	\$4,681	\$57,921	\$44,822
Performing arts and spectator sports	\$895	(D)	\$2,025	(D)	(D)	\$8,557	\$23,126
Museums, historical sites, zoos, and parks	\$0	(D)	\$6,780	(D)	(D)	\$1,236	\$6,928
Amusement, gambling, and recreation	\$14,606	\$8,014	\$18,213	\$6,058	\$3,695	\$48,128	\$14,768
Accommodation and food services	\$168,998	\$103,036	\$124,000	\$37,059	\$41,574	\$451,096	\$210,151
Accommodation	\$24,867	\$18,062	\$17,075	\$5,021	\$5,925	\$106,562	\$41,650
Food services and drinking places	\$144,131	\$84,974	\$106,925	\$32,038	\$35,649	\$344,534	\$168,501
Other services, except public administration	\$213,815	\$81,360	\$123,660	\$100,808	\$48,524	\$306,367	\$212,464
Repair and maintenance	\$77,686	\$19,703	\$24,354	\$38,930	\$8,067	\$63,118	\$60,040
Personal and laundry services	\$40,417	\$12,589	\$25,853	\$28,634	\$9,258	\$79,029	\$32,184
Membership associations and organizations	\$91,330	\$47,373	\$66,142	\$32,032	\$28,718	\$147,280	\$111,388
Private households	\$4,382	\$1,695	\$7,311	\$1,212	\$2,481	\$16,940	\$8,852
Government and government enterprises	\$1,063,436	\$2,345,468	\$2,005,337	\$2,372,341	\$435,742	\$3,902,728	\$8,249,060
Federal, civilian	\$98,709	\$977,991	\$521,808	\$1,311,711	\$94,045	\$454,494	\$1,765,895
Military	\$113,171	\$953,352	\$816,217	\$734,207	\$64,088	\$2,193,020	\$5,349,203
State and local	\$851,556	\$414,125	\$667,312	\$326,423	\$277,609	\$1,255,214	\$1,133,962
State government	\$102,039	\$65,112	\$103,544	\$41,225	\$45,713	\$97,509	\$418,534
Local government	\$749,517	\$349,013	\$563,768	\$285,198	\$231,896	\$1,157,705	\$715,428

1 The estimates of compensation for 2001-2006 are based on the 2002 North American Industry Classification System (NAICS). The estimates for 2007 forward are based on the 2007 NAICS.

2 Total average compensation per job is compensation of employees received divided by total full-time and part-time wage and salary employment. The BEA no longer releases average compensation per job data past 2011.

3 Under the 2007 NAICS, internet publishing and broadcasting was reclassified to other information services.

(D) Not shown to avoid disclosure of confidential information, but the estimates for this item are included in the total.

(NA) Data not available for this year.